

**The National Assessment of Collegiate Campus Climates Student Survey**  
**Executive Summary of Staff Results Spring 2022**  
**Southwestern University**

**Executive Summary**

The National Assessment of Collegiate Campus Climates (NACCC) Staff Survey is designed to provide university leadership with detailed information about the ways in which staff experience the campus racial climate; and thus, provide a data driven basis for decision making involving this climate on campus. As a member of the Liberal Arts College Racial Equity Leadership Alliance (LACRELA), Southwestern University invited 281 full-time staff members to complete the NACCC in spring of 2022. 160 staff responded, resulting in a response rate of 56.9%. Nationally, 44 institutions administered the NACCC to undergraduates for a total of 9,364 respondents. The NACCC places emphasis on the differences in responses from staff based on racial/ethnic identity. The demographic makeup of survey respondents from Southwestern generally matched the overall Southwestern staff population. 68.1% of Southwestern respondents were White, and 31.9% of respondents were of color; during survey administration in Spring 2022, 69.4% of Southwestern full-time staff were White, and 30.6% were of color. It should be noted that the majority of Southwestern's responding staff of color are Hispanic and results may differ between race/ethnic subgroups within the "of color" designation.

The current social context of the administration of the NACCC is unique, and was an important part of constructing the survey by race, equity, and inclusion experts. Several historic events currently surround and impact the diverse cultures of university communities across the board: the revival of the Civil Rights Movement with Black Lives Matter; the ending of Deferred Action for Childhood Arrivals (DACA) and the incarceration of immigrants at the Mexican border; the impact of Coronavirus on levels of hate toward Asian Americans; as well as the higher health risk and negative financial impact of COVID-19 to people of color compared to White people. There are several items on the survey which directly pertain to these current issues and their effect on important facets of equity and diversity on campus. For more information about survey development including the NACCC survey content area map and a list of advisory experts, please visit [race.usc.edu](http://race.usc.edu).

The staff version of the NACCC contains six primary areas. Results with the greatest comparative differences within the Southwestern community and among LACRELA member institutions are included for each section. The magnitude of difference (in parentheses) is also provided. The sign of the magnitude indicates whether a greater (+) or lesser (-) proportion of staff of color than White staff at Southwestern answered the survey item accordingly; and whether a greater (+) or lesser (-) proportion of Southwestern staff than national respondents answered the survey accordingly.

1) **Workplace Mattering:** Items in this area of the survey are meant to gauge the extent to which staff felt they matter at their institutions and to campus community groups. Staff indicate how much support they receive, how often they experience disrespect, and if they feel their perspective is valued. National data indicates that Whites represented the majority of all non-instructional staff positions on campus (National Center for Education Statistics, 2020). Southwestern's Hispanic staff report feeling they mostly or strongly matter to the university at the highest percentage at 76.9%, compared to 48.6% of white staff.

**At SU:** 71.4% of Southwestern staff of color feel that they mostly or strongly matter to students, compared to 53.3% of white staff (+18.2%).

**Nationally:** 94.3% of Southwestern staff felt they mostly or strongly matter to their staff colleagues, compared to 76.5% of LACRELA respondents (+7.7%).

2) **Racial Learning and Literacy:** Respondents indicate their knowledge of university policies and practices, frequency of conversations regarding race, and their satisfaction with DEI-related training received. The United States Census projects that the country's racial and ethnic demographics will shift such that non-Hispanic White people will no longer make up the numerical majority (Colb & Ortman, 2015). Preparing employees for campuses reflecting this shift is important to maintain a welcoming campus environment for all. A smaller proportion of Southwestern staff report engaging in discussion about race or racism from formal professional development administered by the institution than staff at other participating institutions (-25.8%).

**At SU:** 28.6% of Southwestern staff of color feel very or extremely knowledgeable about how racism is defined at Southwestern, compared to 13.5% of white staff (+15.1%).

**Nationally:** 27.3% of Southwestern staff were somewhat or strongly satisfied with the topic(s) covered at DIE training from their institution, compared to 54.1% of LACRELA respondents (-26.8%).

3) **Encounters with Racial Stress:** Respondents appraise the racial environment on campus by reporting their encounters with racism, ranging from microaggressions and racial stereotyping to more overt acts of racial harassment and violence. They also indicate the impact of these experiences on their personal well-being. Racism in America is a public health threat that directly affects the wellbeing of Americans (Centers for Disease Control and Prevention, 2021). It is a key factor for employees of color in contribution to feelings of loneliness, isolation, and lack of community. At Southwestern, more staff of color than White staff indicated that the campus racial environment impacted their well-being in this way.

**At SU:** 35.3% of Southwestern staff of color feel that the overall racial environment on campus has resulted in feelings of loneliness, not belonging, or isolation, compared to 5.3% of white Southwestern staff(+30.0%).

**Nationally:** 59.8% of Southwestern staff feel it's very or extremely likely that campus officials would conduct a fair investigation after a report of a racist incident, compared to 68.0% of LACRELA respondents (-8.1%).

4) **Workplace Equity:** Staff indicate their personal experience with discrimination based on race/ethnicity, gender identity, age, and sexual orientation. Staff also report the level of support received for success as well as the transparency of policies related to promotion. Discrimination is a major reason for employees leaving their organizations. To recruit and retain professionals with diverse backgrounds, we need to pay proactive attention to eliminating the exclusion of historically marginalized groups. The proportion of Southwestern staff reported experiencing discrimination based on the specified characteristics at least once in the last year is as follows: race/ethnicity 9.3%, national origin 3.6%, gender 25.5%, sexual orientation 5.8%, age 14.8%, disability 4.8%, religion 9.8%.

**At SU:** 22.9% of Southwestern staff of color report personally experiencing discrimination based on their race/ethnicity at least once in the last year, compared to 2.2% of White staff.

**Nationally:** 89.6% of Southwestern staff reported receiving enough support from colleagues to succeed at work, compared to 78.2% of LACRELA respondents (+11.4%).

5) **Appraisals of Institutional Commitment:** Staff evaluate their administrators' demonstrated commitment to racial diversity and inclusion, as well as campus leaders' responses to racial problems on campus. The rhetoric of diversity, equity, and inclusion must accompany concrete changes to demonstrate a meaningful institutional commitment. Committing to action is especially important when the compositional diversity of an institution's employees fails to reflect the racial and ethnic diversity of the students it serves. At Southwestern, White staff gave a higher appraisal of institutional commitment to racial diversity and inclusion than staff of color.

**At SU:** 33.3% of Southwestern staff of color feel that SU leaders are very or extremely effective in dealing with workplace racism, compared to 46.5% of White staff (-13.2%).

**Nationally:** 33.6% of Southwestern staff feel that the institution is mostly or strongly committed to racial diversity among campus leaders, compared to 55.8% of LACRELA respondents (-22.2%).

6) **Impact of External Environments:** Staff indicate their sense of well-being and encounters with racism in the areas surrounding campus and online. The safety of the external environment of a campus is of great importance for all members of the community. Southwestern staff of color report feeling less welcome, less included, and less safe in the areas surrounding campus than their White coworkers.

**At SU:** 55.0% of Southwestern staff of color feel moderately or completely included in the surrounding neighborhood, compared to 81.2% of White staff (-26.2%).

**Nationally:** 72.5% of Southwestern staff reported work unit leaders not addressing current sociopolitical topics in the last year, compared to 54.7% of LACRELA respondents (+17.8%).

More detailed results are included in the following report. It is important to consider each item in the six subject areas as a piece of a larger picture of the typical sociopolitical experience of staff working in their institution's environment. Results presented in this report include Southwestern University in the aggregated data. Items containing percentages may not total 100% due to rounding or *select all that apply* question formats.

## Workplace Mattering

### To what extent do you feel you matter at your institution?

|                   |              | I don't matter<br>at all | I slightly<br>matter | I somewhat<br>matter | I mostly<br>matter | I strongly<br>matter | n     |
|-------------------|--------------|--------------------------|----------------------|----------------------|--------------------|----------------------|-------|
| Overall           | Southwestern | 6.3%                     | 13.1%                | 28.1%                | 33.8%              | 18.8%                | 160   |
|                   | LACRELA      | 5.5%                     | 16.3%                | 31.3%                | 31.5%              | 15.4%                | 9,364 |
| Staff of<br>Color | Southwestern | 2.0%                     | 15.7%                | 21.6%                | 35.3%              | 25.5%                | 109   |
|                   | LACRELA      | 6.3%                     | 17.6%                | 33.7%                | 27.2%              | 15.2%                | 2,120 |
| White Staff       | Southwestern | 8.3%                     | 11.9%                | 31.2%                | 33.0%              | 15.6%                | 51    |
|                   | LACRELA      | 5.2%                     | 15.8%                | 30.7%                | 32.8%              | 15.4%                | 7,244 |

### To what extent do you feel you matter to the following groups of people you work with on your campus?

|  |              | I don't matter<br>at all | I slightly<br>matter | I somewhat<br>matter | I mostly<br>matter | I strongly<br>matter | n     |
|--|--------------|--------------------------|----------------------|----------------------|--------------------|----------------------|-------|
| <b>Your supervisor or unit leader(s)</b> |              |                          |                      |                      |                    |                      | n     |
| Overall                                  | Southwestern | 3.1%                     | 5.6%                 | 11.9%                | 18.8%              | 60.6%                | 160   |
|  | LACRELA      | 3.1%                     | 6.6%                 | 12.5%                | 23.0%              | 54.8%                | 9,340 |
| Staff of<br>Color                        | Southwestern | 0.0%                     | 7.8%                 | 11.8%                | 15.7%              | 64.7%                | 109   |
|  | LACRELA      | 3.4%                     | 6.7%                 | 12.4%                | 23.3%              | 54.2%                | 2,111 |
| White Staff                              | Southwestern | 4.6%                     | 4.6%                 | 11.9%                | 20.2%              | 58.7%                | 51    |
|  | LACRELA      | 3.0%                     | 6.5%                 | 12.6%                | 23.0%              | 54.9%                | 7,229 |
| <b>Staff colleagues</b>                  |              |                          |                      |                      |                    |                      | n     |
| Overall                                  | Southwestern | 0.0%                     | 4.4%                 | 11.3%                | 38.4%              | 45.9%                | 159   |
|  | LACRELA      | 1.6%                     | 5.0%                 | 16.9%                | 35.5%              | 41.1%                | 9,305 |
| Staff of<br>Color                        | Southwestern | 0.0%                     | 9.8%                 | 11.8%                | 31.4%              | 47.1%                | 108   |
|  | LACRELA      | 2.3%                     | 6.0%                 | 19.5%                | 33.9%              | 38.3%                | 2,102 |
| White Staff                              | Southwestern | 0.0%                     | 1.9%                 | 11.1%                | 41.7%              | 45.4%                | 51    |
|  | LACRELA      | 1.4%                     | 4.7%                 | 16.1%                | 35.9%              | 41.8%                | 7,203 |
| <b>Faculty colleagues</b>                |              |                          |                      |                      |                    |                      | n     |
| Overall                                  | Southwestern | 10.1%                    | 24.6%                | 22.5%                | 29.0%              | 13.8%                | 138   |
|  | LACRELA      | 11.8%                    | 20.1%                | 28.3%                | 25.9%              | 13.9%                | 7,989 |
| Staff of<br>Color                        | Southwestern | 14.6%                    | 19.5%                | 19.5%                | 34.1%              | 12.2%                | 41    |
|  | LACRELA      | 13.9%                    | 20.8%                | 27.5%                | 23.5%              | 14.4%                | 1,760 |
| White Staff                              | Southwestern | 8.2%                     | 26.8%                | 23.7%                | 26.8%              | 14.4%                | 97    |
|  | LACRELA      | 11.2%                    | 19.9%                | 28.5%                | 26.6%              | 13.8%                | 6,229 |
| <b>Students</b>                          |              |                          |                      |                      |                    |                      | n     |
| Overall                                  | Southwestern | 9.0%                     | 5.2%                 | 26.9%                | 28.4%              | 30.6%                | 134   |
|  | LACRELA      | 7.3%                     | 12.8%                | 23.4%                | 31.4%              | 25.1%                | 8,052 |
| Staff of<br>Color                        | Southwestern | 7.1%                     | 2.4%                 | 19.0%                | 31.0%              | 40.5%                | 42    |
|  | LACRELA      | 6.5%                     | 11.0%                | 22.5%                | 30.3%              | 29.7%                | 1,829 |
| White Staff                              | Southwestern | 9.8%                     | 6.5%                 | 30.4%                | 27.2%              | 26.1%                | 92    |
|  | LACRELA      | 7.6%                     | 13.3%                | 23.7%                | 31.7%              | 23.7%                | 6,223 |

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**How comfortable do you feel doing the following in your workplace?**

Not at all      Slightly      Somewhat      Mostly      Completely

| <b>Providing feedback or suggestions to your coworkers</b>               |              |       |       |       |       |       | n     |
|--|--------------|-------|-------|-------|-------|-------|-------|
| Overall  | Southwestern | 3.1%  | 3.8%  | 10.1% | 36.5% | 46.5% | 159   |
|  | LACRELA      | 2.4%  | 6.3%  | 14.5% | 38.4% | 38.5% | 9,321 |
| Staff of Color   | Southwestern | 2.0%  | 4.0%  | 8.0%  | 44.0% | 42.0% | 50    |
|  | LACRELA      | 3.0%  | 7.9%  | 16.3% | 34.9% | 37.9% | 2,112 |
| White Staff  | Southwestern | 3.7%  | 3.7%  | 11.0% | 33.0% | 48.6% | 109   |
|  | LACRELA      | 2.2%  | 5.8%  | 14.0% | 39.4% | 38.7% | 7,209 |
| <b>Providing feedback or suggestions to your supervisor or superiors</b> |              |       |       |       |       |       |       |
| Overall  | Southwestern | 10.0% | 6.9%  | 13.1% | 23.8% | 46.3% | 160   |
|  | LACRELA      | 6.2%  | 9.6%  | 16.1% | 34.4% | 33.7% | 9,344 |
| Staff of Color   | Southwestern | 5.9%  | 5.9%  | 15.7% | 31.4% | 41.2% | 51    |
|  | LACRELA      | 6.5%  | 10.2% | 16.5% | 32.0% | 34.7% | 2,116 |
| White Staff  | Southwestern | 11.9% | 7.3%  | 11.9% | 20.2% | 48.6% | 109   |
|  | LACRELA      | 6.1%  | 9.4%  | 15.9% | 35.1% | 33.5% | 7,228 |
| <b>Speaking out in a situation when something seems unfair to you</b>    |              |       |       |       |       |       |       |
| Overall  | Southwestern | 11.6% | 14.8% | 14.8% | 32.3% | 26.5% | 155   |
|  | LACRELA      | 8.9%  | 12.8% | 22.6% | 33.4% | 22.3% | 9,306 |
| Staff of Color   | Southwestern | 8.5%  | 21.3% | 14.9% | 29.8% | 25.5% | 47    |
|  | LACRELA      | 10.0% | 13.0% | 22.8% | 28.0% | 26.2% | 2,099 |
| White Staff  | Southwestern | 13.0% | 12.0% | 14.8% | 33.3% | 26.9% | 108   |
|  | LACRELA      | 8.6%  | 12.8% | 22.6% | 34.9% | 21.1% | 7,207 |
| <b>Reaching out to coworkers for help</b>                                |              |       |       |       |       |       |       |
| Overall  | Southwestern | 2.5%  | 3.8%  | 9.4%  | 25.8% | 58.5% | 159   |
|  | LACRELA      | 2.5%  | 6.4%  | 13.3% | 31.3% | 46.5% | 9,317 |
| Staff of Color   | Southwestern | 2.0%  | 2.0%  | 14.0% | 32.0% | 50.0% | 50    |
|  | LACRELA      | 3.1%  | 8.4%  | 14.6% | 28.5% | 45.4% | 2,109 |
| White Staff  | Southwestern | 2.8%  | 4.6%  | 7.3%  | 22.9% | 62.4% | 109   |
|  | LACRELA      | 2.3%  | 5.8%  | 12.9% | 32.1% | 46.9% | 7,208 |
| <b>Reaching out to your supervisor or superiors for help</b>             |              |       |       |       |       |       |       |
| Overall  | Southwestern | 6.3%  | 8.8%  | 10.0% | 23.8% | 51.3% | 160   |
|  | LACRELA      | 5.4%  | 8.4%  | 12.7% | 28.8% | 44.7% | 9,329 |
| Staff of Color   | Southwestern | 2.0%  | 9.8%  | 7.8%  | 27.5% | 52.9% | 51    |
|  | LACRELA      | 5.9%  | 8.2%  | 13.9% | 26.7% | 45.2% | 2,115 |
| White Staff  | Southwestern | 8.3%  | 8.3%  | 11.0% | 22.0% | 50.5% | 109   |
|  | LACRELA      | 5.2%  | 8.5%  | 12.3% | 29.4% | 44.5% | 7,214 |
| <b>Sharing your culture with others from your workplace</b>              |              |       |       |       |       |       |       |
| Overall  | Southwestern | 5.6%  | 7.0%  | 18.2% | 25.9% | 43.4% | 143   |
|  | LACRELA      | 6.3%  | 10.2% | 17.6% | 30.0% | 35.8% | 8,629 |
| Staff of Color   | Southwestern | 4.2%  | 10.4% | 16.7% | 29.2% | 39.6% | 48    |
|  | LACRELA      | 8.9%  | 14.4% | 18.7% | 25.8% | 32.2% | 2,065 |
| White Staff  | Southwestern | 6.3%  | 5.3%  | 18.9% | 24.2% | 45.3% | 95    |
|  | LACRELA      | 5.5%  | 8.9%  | 17.2% | 31.3% | 37.0% | 6,564 |

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**How safe or in danger do you feel in your immediate work environment?**

|                      | Overall      |         | Students of Color |         | White Students |         |
|----------------------|--------------|---------|-------------------|---------|----------------|---------|
|                      | Southwestern | LACRELA | Southwestern      | LACRELA | Southwestern   | LACRELA |
| Completely in danger | 0.6%         | 0.3%    | 0.0%              | 0.6%    | 0.9%           | 0.2%    |
| Moderately in danger | 0.0%         | 1.0%    | 0.0%              | 1.7%    | 0.0%           | 0.7%    |
| Slightly in danger   | 1.9%         | 2.4%    | 2.0%              | 2.8%    | 1.8%           | 2.2%    |
| Neither              | 1.9%         | 5.1%    | 2.0%              | 8.3%    | 1.8%           | 4.1%    |
| Slightly safe        | 1.9%         | 2.5%    | 3.9%              | 4.3%    | 0.9%           | 2.0%    |
| Moderately safe      | 21.9%        | 24.6%   | 23.5%             | 28.0%   | 21.1%          | 23.7%   |
| Completely safe      | 71.9%        | 64.1%   | 68.6%             | 54.2%   | 73.4%          | 67.0%   |
| n                    | 160          | 9,364   | 51                | 2,120   | 109            | 7,244   |

**How welcome or unwelcome do you feel in your immediate work environment?**

|                      | Overall      |         | Students of Color |         | White Students |         |
|----------------------|--------------|---------|-------------------|---------|----------------|---------|
|                      | Southwestern | LACRELA | Southwestern      | LACRELA | Southwestern   | LACRELA |
| Completely unwelcome | 3.8%         | 1.2%    | 2.0%              | 1.8%    | 4.6%           | 1.0%    |
| Moderately unwelcome | 1.3%         | 1.8%    | 2.0%              | 2.4%    | 0.9%           | 1.7%    |
| Slightly unwelcome   | 2.5%         | 1.9%    | 3.9%              | 2.7%    | 1.8%           | 1.7%    |
| Neither              | 2.5%         | 4.4%    | 0.0%              | 5.5%    | 3.7%           | 4.1%    |
| Slightly welcome     | 3.1%         | 5.4%    | 2.0%              | 7.4%    | 3.7%           | 4.8%    |
| Moderately welcome   | 17.5%        | 25.6%   | 23.5%             | 28.1%   | 14.7%          | 24.9%   |
| Completely welcome   | 69.4%        | 59.7%   | 66.7%             | 52.2%   | 70.6%          | 61.8%   |
| n                    | 160          | 9,364   | 51                | 2,120   | 109            | 7,244   |

**How included or excluded do you feel in your immediate work environment?**

|                     | Overall      |         | Students of Color |         | White Students |         |
|---------------------|--------------|---------|-------------------|---------|----------------|---------|
|                     | Southwestern | LACRELA | Southwestern      | LACRELA | Southwestern   | LACRELA |
| Completely excluded | 1.9%         | 1.0%    | 0.0%              | 1.9%    | 2.8%           | 0.8%    |
| Moderately excluded | 1.9%         | 4.0%    | 3.9%              | 4.3%    | 0.9%           | 3.9%    |
| Slightly excluded   | 4.4%         | 4.5%    | 2.0%              | 6.3%    | 5.5%           | 4.0%    |
| Neither             | 3.1%         | 5.0%    | 7.8%              | 6.6%    | 0.9%           | 4.5%    |
| Slightly included   | 5.6%         | 8.9%    | 5.9%              | 9.4%    | 5.5%           | 8.8%    |
| Moderately included | 31.3%        | 36.0%   | 33.3%             | 35.5%   | 30.3%          | 36.2%   |
| Completely included | 51.9%        | 40.5%   | 47.1%             | 35.9%   | 54.1%          | 41.9%   |
| n                   | 160          | 9,364   | 51                | 2,120   | 109            | 7,244   |

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**How much do you agree or disagree with the following statements?**

Strongly disagree      Somewhat disagree      Neither      Somewhat agree      Strongly agree

| <b>My supervisor or unit leader cares about my professional growth.</b>              |              |       |      |       |       |       | n     |
|--|--------------|-------|------|-------|-------|-------|-------|
| Overall  | Southwestern | 8.1%  | 5.0% | 6.3%  | 25.6% | 55.0% | 160   |
|  | LACRELA      | 5.8%  | 6.4% | 10.6% | 25.2% | 52.0% | 9,364 |
| Staff of Color   | Southwestern | 5.9%  | 3.9% | 3.9%  | 25.5% | 60.8% | 51    |
|  | LACRELA      | 6.2%  | 5.9% | 11.5% | 23.8% | 52.6% | 2,120 |
| White Staff  | Southwestern | 9.2%  | 5.5% | 7.3%  | 25.7% | 52.3% | 109   |
|  | LACRELA      | 5.7%  | 6.5% | 10.4% | 25.6% | 51.9% | 7,244 |
| <b>My supervisor or unit leader cares about my work-life balance.</b>                |              |       |      |       |       |       | n     |
| Overall  | Southwestern | 6.9%  | 8.1% | 10.0% | 18.1% | 56.9% | 160   |
|  | LACRELA      | 5.6%  | 7.2% | 9.9%  | 24.6% | 52.7% | 9,364 |
| Staff of Color   | Southwestern | 5.9%  | 7.8% | 11.8% | 9.8%  | 64.7% | 51    |
|  | LACRELA      | 6.3%  | 6.8% | 11.4% | 24.7% | 50.8% | 2,120 |
| White Staff  | Southwestern | 7.3%  | 8.3% | 9.2%  | 22.0% | 53.2% | 109   |
|  | LACRELA      | 5.4%  | 7.3% | 9.4%  | 24.5% | 53.3% | 7,244 |
| <b>My supervisor or unit leader values and appreciate my work.</b>                   |              |       |      |       |       |       | n     |
| Overall  | Southwestern | 4.4%  | 3.1% | 3.1%  | 20.6% | 68.8% | 160   |
|  | LACRELA      | 3.7%  | 4.8% | 6.7%  | 24.8% | 59.9% | 9,364 |
| Staff of Color   | Southwestern | 2.0%  | 0.0% | 0.0%  | 29.4% | 68.6% | 51    |
|  | LACRELA      | 3.6%  | 4.8% | 7.6%  | 24.7% | 59.3% | 2,120 |
| White Staff  | Southwestern | 5.5%  | 4.6% | 4.6%  | 16.5% | 68.8% | 109   |
|  | LACRELA      | 3.7%  | 4.8% | 6.5%  | 24.8% | 60.1% | 7,244 |
| <b>My supervisor or unit leader acknowledges the challenges of my work.</b>          |              |       |      |       |       |       | n     |
| Overall  | Southwestern | 6.9%  | 7.5% | 10.0% | 17.5% | 58.1% | 160   |
|  | LACRELA      | 5.3%  | 7.8% | 8.8%  | 28.2% | 49.9% | 9,364 |
| Staff of Color   | Southwestern | 3.9%  | 7.8% | 7.8%  | 17.6% | 62.7% | 51    |
|  | LACRELA      | 5.2%  | 7.5% | 9.5%  | 28.2% | 49.6% | 2,120 |
| White Staff  | Southwestern | 8.3%  | 7.3% | 11.0% | 17.4% | 56.0% | 109   |
|  | LACRELA      | 5.3%  | 7.9% | 8.7%  | 28.1% | 50.0% | 7,244 |
| <b>My supervisor or unit leader listens to my needs.</b>                             |              |       |      |       |       |       | n     |
| Overall  | Southwestern | 8.1%  | 5.0% | 5.6%  | 21.3% | 60.0% | 160   |
|  | LACRELA      | 5.1%  | 6.8% | 9.2%  | 27.3% | 51.5% | 9,364 |
| Staff of Color   | Southwestern | 3.9%  | 7.8% | 3.9%  | 23.5% | 60.8% | 51    |
|  | LACRELA      | 5.4%  | 6.6% | 9.9%  | 27.1% | 51.0% | 2,120 |
| White Staff  | Southwestern | 10.1% | 3.7% | 6.4%  | 20.2% | 59.6% | 109   |
|  | LACRELA      | 5.0%  | 6.9% | 9.0%  | 27.4% | 51.7% | 7,244 |
| <b>My supervisor or unit leader gives me time-off or resources for my self-care.</b> |              |       |      |       |       |       | n     |
| Overall  | Southwestern | 3.8%  | 6.3% | 11.3% | 16.9% | 61.9% | 160   |
|  | LACRELA      | 3.7%  | 4.3% | 11.0% | 21.7% | 59.2% | 9,364 |
| Staff of Color   | Southwestern | 2.0%  | 5.9% | 7.8%  | 19.6% | 64.7% | 51    |
|  | LACRELA      | 4.2%  | 3.5% | 12.2% | 22.5% | 57.5% | 2,120 |
| White Staff  | Southwestern | 4.6%  | 6.4% | 12.8% | 15.6% | 60.6% | 109   |
|  | LACRELA      | 3.6%  | 4.6% | 10.6% | 21.5% | 59.8% | 7,244 |

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**How much do you agree or disagree with the following statements?**

|   |              | Strongly disagree | Somewhat disagree | Neither | Somewhat agree | Strongly agree |       |
|---|--------------|-------------------|-------------------|---------|----------------|----------------|-------|
| <b>My supervisor or unit leader cares about my physical health.</b> |              |                   |                   |         |                |                | n     |
| Overall   | Southwestern | 4.4%              | 2.5%              | 16.9%   | 14.4%          | 61.9%          | 160   |
|   | LACRELA      | 3.6%              | 4.2%              | 15.8%   | 20.7%          | 55.7%          | 9,364 |
| Staff of Color  | Southwestern | 2.0%              | 2.0%              | 19.6%   | 11.8%          | 64.7%          | 51    |
|   | LACRELA      | 4.3%              | 3.9%              | 17.3%   | 20.0%          | 54.5%          | 2,120 |
| White Staff   | Southwestern | 5.5%              | 2.8%              | 15.6%   | 15.6%          | 60.6%          | 109   |
|   | LACRELA      | 3.4%              | 4.3%              | 15.4%   | 20.9%          | 56.0%          | 7,244 |

|   |              | Strongly disagree | Somewhat disagree | Neither | Somewhat agree | Strongly agree |       |
|---|--------------|-------------------|-------------------|---------|----------------|----------------|-------|
| <b>My supervisor or unit leader cares about my mental health.</b> |              |                   |                   |         |                |                | n     |
| Overall   | Southwestern | 5.6%              | 8.1%              | 10.0%   | 17.5%          | 58.8%          | 160   |
|   | LACRELA      | 4.8%              | 5.2%              | 14.5%   | 21.6%          | 54.0%          | 9,364 |
| Staff of Color  | Southwestern | 2.0%              | 7.8%              | 9.8%    | 17.6%          | 62.7%          | 51    |
|   | LACRELA      | 5.6%              | 4.8%              | 16.0%   | 20.7%          | 52.9%          | 2,120 |
| White Staff   | Southwestern | 7.3%              | 8.3%              | 10.1%   | 17.4%          | 56.9%          | 109   |
|   | LACRELA      | 4.6%              | 5.3%              | 14.0%   | 21.8%          | 54.3%          | 7,244 |

**In the past year, how often have you experienced the following in your current workplace?**

|   |              | Never | Once in a while | Sometimes | Often | Almost always |       |
|---|--------------|-------|-----------------|-----------|-------|---------------|-------|
| <b>Having your professional judgment questioned</b> |              |       |                 |           |       |               | n     |
| Overall   | Southwestern | 34.2% | 34.8%           | 18.1%     | 9.0%  | 3.9%          | 155   |
|   | LACRELA      | 30.5% | 36.1%           | 20.6%     | 9.6%  | 3.2%          | 9,111 |
| Staff of Color                                      | Southwestern | 35.4% | 37.5%           | 18.8%     | 4.2%  | 4.2%          | 48    |
|   | LACRELA      | 33.4% | 30.6%           | 21.0%     | 10.7% | 4.4%          | 2,033 |
| White Staff   | Southwestern | 33.6% | 33.6%           | 17.8%     | 11.2% | 3.7%          | 107   |
|   | LACRELA      | 29.7% | 37.7%           | 20.5%     | 9.3%  | 2.9%          | 7,078 |

|   |              | Never | Once in a while | Sometimes | Often | Almost always |       |
|---|--------------|-------|-----------------|-----------|-------|---------------|-------|
| <b>Being interrupted or spoken over</b> |              |       |                 |           |       |               | n     |
| Overall                                 | Southwestern | 29.7% | 29.7%           | 27.8%     | 8.2%  | 4.4%          | 158   |
|   | LACRELA      | 24.1% | 34.8%           | 25.1%     | 12.6% | 3.5%          | 9,200 |
| Staff of Color                          | Southwestern | 40.0% | 20.0%           | 26.0%     | 8.0%  | 6.0%          | 50    |
|   | LACRELA      | 30.2% | 29.8%           | 23.7%     | 12.2% | 4.1%          | 2,063 |
| White Staff                             | Southwestern | 25.0% | 34.3%           | 28.7%     | 8.3%  | 3.7%          | 108   |
|   | LACRELA      | 22.3% | 36.2%           | 25.5%     | 12.7% | 3.3%          | 7,137 |

|  |              | Never | Once in a while | Sometimes | Often | Almost always |       |
|--|--------------|-------|-----------------|-----------|-------|---------------|-------|
| <b>Being deliberately excluded from work social events (e.g., lunch gathering)</b> |              |       |                 |           |       |               | n     |
| Overall  | Southwestern | 71.8% | 14.1%           | 10.7%     | 1.3%  | 2.0%          | 149   |
|  | LACRELA      | 71.6% | 15.8%           | 8.0%      | 3.1%  | 1.6%          | 8,585 |
| Staff of Color   | Southwestern | 72.9% | 14.6%           | 10.4%     | 0.0%  | 2.1%          | 48    |
|  | LACRELA      | 74.5% | 13.7%           | 7.1%      | 3.0%  | 1.7%          | 1,896 |
| White Staff  | Southwestern | 71.3% | 13.9%           | 10.9%     | 2.0%  | 2.0%          | 101   |
|  | LACRELA      | 70.8% | 16.4%           | 8.2%      | 3.1%  | 1.5%          | 6,689 |



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In the past year, how often have you experienced the following in your current workplace?

|  |              | Never | Once in a while | Sometimes | Often | Almost always | n     |
|--|--------------|-------|-----------------|-----------|-------|---------------|-------|
| <b>Having others comment on your hair, clothing, or appearance</b> |              |       |                 |           |       |               |       |
| Overall  | Southwestern | 54.8% | 25.8%           | 14.2%     | 4.5%  | 0.6%          | 155   |
|  | LACRELA      | 47.8% | 29.4%           | 14.9%     | 6.3%  | 1.6%          | 9,069 |
| Staff of Color   | Southwestern | 54.0% | 28.0%           | 12.0%     | 4.0%  | 2.0%          | 50    |
|  | LACRELA      | 49.6% | 24.1%           | 14.9%     | 8.2%  | 3.3%          | 2,033 |
| White Staff  | Southwestern | 55.2% | 24.8%           | 15.2%     | 4.8%  | 0.0%          | 105   |
|  | LACRELA      | 47.3% | 30.9%           | 14.9%     | 5.8%  | 1.1%          | 7,036 |

To what degree do you feel your perspective is valued in the decision-making process in your workplace?

|                |              | Not at all | Slightly | Somewhat | Mostly | Strongly | n     |
|----------------|--------------|------------|----------|----------|--------|----------|-------|
| Overall        | Southwestern | 4.4%       | 9.4%     | 22.6%    | 31.4%  | 32.1%    | 159   |
|                | LACRELA      | 6.5%       | 12.2%    | 24.6%    | 32.4%  | 24.4%    | 9,274 |
| Staff of Color | Southwestern | 2.0%       | 5.9%     | 21.6%    | 33.3%  | 37.3%    | 51    |
|                | LACRELA      | 7.4%       | 11.7%    | 25.9%    | 30.5%  | 24.5%    | 2,081 |
| White Staff    | Southwestern | 5.6%       | 11.1%    | 23.1%    | 30.6%  | 29.6%    | 108   |
|                | LACRELA      | 6.2%       | 12.3%    | 24.2%    | 32.9%  | 24.4%    | 7,193 |

## Racial Learning

In the past year, have you learned about or engaged in discussion about race or racism from the following sources? *Select any that apply.*

|  | Overall      |         | Staff of Color |         | White Staff  |         |
|--|--------------|---------|----------------|---------|--------------|---------|
|  | Southwestern | LACRELA | Southwestern   | LACRELA | Southwestern | LACRELA |
| Interactions/conversations with people from your workplace | 50.3%        | 68.7%   | 51.0%          | 64.4%   | 50.0%        | 69.9%   |
| Formal professional development from your institution      | 25.8%        | 51.6%   | 16.3%          | 41.0%   | 30.2%        | 54.7%   |
| Professional conferences                                   | 22.6%        | 22.4%   | 16.3%          | 22.1%   | 25.5%        | 22.5%   |
| Through self-learning and self-reflection                  | 74.2%        | 75.7%   | 75.5%          | 71.6%   | 73.6%        | 77.0%   |
| Another source not listed                                  | 5.8%         | 8.0%    | 10.2%          | 8.6%    | 3.8%         | 7.9%    |
| I did not learn about race or racism in the past year      | 10.3%        | 5.9%    | 14.3%          | 9.2%    | 8.5%         | 4.9%    |
| Total (n)  | 155          | 9,313   | 49             | 2,102   | 106          | 7,211   |

How problematic are the following occurrences in our society?

|  |              | Not a problem at all | Slightly problematic | Somewhat problematic | Very problematic | Extremely problematic | n     |
|--|--------------|----------------------|----------------------|----------------------|------------------|-----------------------|-------|
| <b>Anti-Asian hate crimes and harassment</b>   |              |                      |                      |                      |                  |                       | n     |
| Overall  | Southwestern | 7.5%                 | 6.8%                 | 16.3%                | 28.6%            | 40.8%                 | 147   |
|  | LACRELA      | 3.9%                 | 5.0%                 | 13.2%                | 26.3%            | 51.7%                 | 8,830 |
| Staff of Color   | Southwestern | 8.3%                 | 6.3%                 | 10.4%                | 25.0%            | 50.0%                 | 48    |
|  | LACRELA      | 4.0%                 | 4.3%                 | 9.4%                 | 22.7%            | 59.6%                 | 2,006 |
| White Staff  | Southwestern | 7.1%                 | 7.1%                 | 19.2%                | 30.3%            | 36.4%                 | 99    |
|  | LACRELA      | 3.8%                 | 5.2%                 | 14.3%                | 27.3%            | 49.4%                 | 6,824 |
| <b>Police brutality and racially motivated violence against Black people</b>                             |              |                      |                      |                      |                  |                       | n     |
| Overall  | Southwestern | 7.4%                 | 8.8%                 | 12.2%                | 20.3%            | 51.4%                 | 148   |
|  | LACRELA      | 4.2%                 | 5.2%                 | 10.2%                | 18.9%            | 61.5%                 | 9,025 |
| Staff of Color   | Southwestern | 4.2%                 | 6.3%                 | 10.4%                | 20.8%            | 58.3%                 | 48    |
|  | LACRELA      | 3.5%                 | 3.5%                 | 6.7%                 | 14.3%            | 72.0%                 | 2,045 |
| White Staff  | Southwestern | 9.0%                 | 10.0%                | 13.0%                | 20.0%            | 48.0%                 | 100   |
|  | LACRELA      | 4.4%                 | 5.7%                 | 11.3%                | 20.2%            | 58.4%                 | 6,980 |
| <b>Passing of restrictive voting laws that disproportionately make voting harder for voters of color</b> |              |                      |                      |                      |                  |                       | n     |
| Overall  | Southwestern | 18.1%                | 3.5%                 | 9.0%                 | 16.0%            | 53.5%                 | 144   |
|  | LACRELA      | 8.8%                 | 4.1%                 | 7.3%                 | 14.2%            | 65.6%                 | 8,577 |
| Staff of Color   | Southwestern | 14.6%                | 2.1%                 | 8.3%                 | 14.6%            | 60.4%                 | 48    |
|  | LACRELA      | 6.9%                 | 3.9%                 | 5.0%                 | 12.2%            | 72.0%                 | 1,969 |
| White Staff  | Southwestern | 19.8%                | 4.2%                 | 9.4%                 | 16.7%            | 50.0%                 | 96    |
|  | LACRELA      | 9.4%                 | 4.1%                 | 7.9%                 | 14.8%            | 63.7%                 | 6,608 |

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**How problematic are the following occurrences in our society?**

|   |              | Not a problem<br>at all | Slightly<br>problematic | Somewhat<br>problematic | Very<br>problematic | Extremely<br>problematic | n     |
|---|--------------|-------------------------|-------------------------|-------------------------|---------------------|--------------------------|-------|
| <b>Growing domestic terrorism inspired by White supremacy and White nationalism</b> |              |                         |                         |                         |                     |                          |       |
| Overall   | Southwestern | 13.8%                   | 5.5%                    | 7.6%                    | 22.8%               | 50.3%                    | 145   |
|   | LACRELA      | 5.7%                    | 5.0%                    | 8.0%                    | 15.8%               | 65.6%                    | 8,813 |
| Staff of<br>Color   | Southwestern | 12.8%                   | 4.3%                    | 6.4%                    | 17.0%               | 59.6%                    | 47    |
|   | LACRELA      | 4.5%                    | 3.7%                    | 5.3%                    | 13.0%               | 73.5%                    | 2,006 |
| White<br>Staff  | Southwestern | 14.3%                   | 6.1%                    | 8.2%                    | 25.5%               | 45.9%                    | 98    |
|   | LACRELA      | 6.0%                    | 5.3%                    | 8.7%                    | 16.6%               | 63.3%                    | 6,807 |

**In the past year, how often have you had conversations about racial inequity and injustice (e.g., institutional racism, anti-Black racism) with the following people at your institution?**

|                         |              | Never | A few times<br>in the year | A few times a<br>month | A few times a<br>week | Almost every<br>day | n     |
|-------------------------|--------------|-------|----------------------------|------------------------|-----------------------|---------------------|-------|
| <b>Staff of color</b>   |              |       |                            |                        |                       |                     |       |
| Overall                 | Southwestern | 43.3% | 32.7%                      | 15.3%                  | 6.7%                  | 2.0%                | 150   |
|                         | LACRELA      | 32.9% | 38.9%                      | 18.3%                  | 7.3%                  | 2.7%                | 8,823 |
| Staff of<br>Color       | Southwestern | 43.8% | 27.1%                      | 14.6%                  | 10.4%                 | 4.2%                | 48    |
|                         | LACRELA      | 25.9% | 31.8%                      | 22.5%                  | 13.1%                 | 6.8%                | 2,000 |
| White<br>Staff          | Southwestern | 43.1% | 35.3%                      | 15.7%                  | 4.9%                  | 1.0%                | 102   |
|                         | LACRELA      | 35.0% | 40.9%                      | 17.0%                  | 5.6%                  | 1.5%                | 6,823 |
| <b>White staff</b>      |              |       |                            |                        |                       |                     |       |
| Overall                 | Southwestern | 40.4% | 39.1%                      | 17.2%                  | 2.0%                  | 1.3%                | 151   |
|                         | LACRELA      | 26.6% | 40.1%                      | 23.4%                  | 8.0%                  | 1.8%                | 9,141 |
| Staff of<br>Color       | Southwestern | 44.9% | 34.7%                      | 20.4%                  | 0.0%                  | 0.0%                | 49    |
|                         | LACRELA      | 35.4% | 37.1%                      | 19.0%                  | 6.9%                  | 1.6%                | 2,063 |
| White<br>Staff          | Southwestern | 38.2% | 41.2%                      | 15.7%                  | 2.9%                  | 2.0%                | 102   |
|                         | LACRELA      | 24.0% | 41.0%                      | 24.6%                  | 8.4%                  | 1.9%                | 7,078 |
| <b>Faculty of color</b> |              |       |                            |                        |                       |                     |       |
| Overall                 | Southwestern | 66.2% | 26.9%                      | 6.9%                   | 0.0%                  | 0.0%                | 130   |
|                         | LACRELA      | 56.9% | 30.8%                      | 9.1%                   | 2.5%                  | 0.7%                | 7,380 |
| Staff of<br>Color       | Southwestern | 65.9% | 26.8%                      | 7.3%                   | 0.0%                  | 0.0%                | 41    |
|                         | LACRELA      | 49.2% | 30.0%                      | 14.2%                  | 4.6%                  | 2.0%                | 1,664 |
| White<br>Staff          | Southwestern | 66.3% | 27.0%                      | 6.7%                   | 0.0%                  | 0.0%                | 89    |
|                         | LACRELA      | 59.1% | 31.1%                      | 7.6%                   | 1.9%                  | 0.4%                | 5,716 |
| <b>White faculty</b>    |              |       |                            |                        |                       |                     |       |
| Overall                 | Southwestern | 69.8% | 20.9%                      | 9.3%                   | 0.0%                  | 0.0%                | 129   |
|                         | LACRELA      | 55.8% | 30.8%                      | 10.2%                  | 2.6%                  | 0.7%                | 7,495 |
| Staff of<br>Color       | Southwestern | 73.2% | 14.6%                      | 12.2%                  | 0.0%                  | 0.0%                | 41    |
|                         | LACRELA      | 59.8% | 28.3%                      | 9.1%                   | 2.0%                  | 0.9%                | 1,688 |
| White<br>Staff          | Southwestern | 68.2% | 23.9%                      | 8.0%                   | 0.0%                  | 0.0%                | 88    |
|                         | LACRELA      | 54.6% | 31.5%                      | 10.5%                  | 2.8%                  | 0.6%                | 5,807 |

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**In the past year, how often have you had conversations about racial inequity and injustice (e.g., institutional racism, anti-Black racism) with the following people at your institution?**

|                          |              | Never | A few times<br>in the year | A few times a<br>month | A few times a<br>week | Almost every<br>day | n     |
|--------------------------|--------------|-------|----------------------------|------------------------|-----------------------|---------------------|-------|
| <b>Students of color</b> |              |       |                            |                        |                       |                     |       |
| Overall                  | Southwestern | 49.6% | 25.2%                      | 17.3%                  | 4.7%                  | 3.1%                | 127   |
|                          | LACRELA      | 46.5% | 29.5%                      | 14.9%                  | 6.4%                  | 2.8%                | 7,811 |
| Staff of<br>Color        | Southwestern | 42.9% | 19.0%                      | 23.8%                  | 7.1%                  | 7.1%                | 42    |
|                          | LACRELA      | 39.6% | 25.1%                      | 17.1%                  | 11.0%                 | 7.1%                | 1,787 |
| White<br>Staff           | Southwestern | 52.9% | 28.2%                      | 14.1%                  | 3.5%                  | 1.2%                | 85    |
|                          | LACRELA      | 48.5% | 30.8%                      | 14.2%                  | 5.0%                  | 1.5%                | 6,024 |
| <b>White students</b>    |              |       |                            |                        |                       |                     |       |
| Overall                  | Southwestern | 58.6% | 21.1%                      | 17.2%                  | 3.1%                  | 0.0%                | 128   |
|                          | LACRELA      | 52.3% | 29.1%                      | 12.8%                  | 4.7%                  | 1.1%                | 7,857 |
| Staff of<br>Color        | Southwestern | 54.8% | 16.7%                      | 26.2%                  | 2.4%                  | 0.0%                | 42    |
|                          | LACRELA      | 54.3% | 27.2%                      | 12.9%                  | 4.8%                  | 0.9%                | 1,789 |
| White<br>Staff           | Southwestern | 60.5% | 23.3%                      | 12.8%                  | 3.5%                  | 0.0%                | 86    |
|                          | LACRELA      | 51.8% | 29.7%                      | 12.7%                  | 4.7%                  | 1.1%                | 6,068 |

**In the past year, have you had conversations about any of the following topics with people in your workplace? Select any that apply.**

|   | Overall      |         | Staff of Color |         | White Staff  |         |
|---|--------------|---------|----------------|---------|--------------|---------|
|   | Southwestern | LACRELA | Southwestern   | LACRELA | Southwestern | LACRELA |
| Anti-Asian hate crimes and harassment   | 22.2%        | 35.3%   | 20.4%          | 39.3%   | 23.1%        | 34.1%   |
| Police brutality and racially motivated violence against Black people                             | 52.3%        | 59.2%   | 49.0%          | 58.1%   | 53.8%        | 59.5%   |
| Passing of restrictive voting laws that disproportionately make voting harder for voters of color | 33.3%        | 32.8%   | 22.4%          | 29.7%   | 38.5%        | 33.8%   |
| Growing domestic terrorism inspired by White supremacy and White nationalism                      | 37.3%        | 43.2%   | 34.7%          | 40.6%   | 38.5%        | 43.9%   |
| None of the above   | 40.5%        | 33.9%   | 46.9%          | 34.6%   | 37.5%        | 33.7%   |
| Total (n)   | 153          | 9,166   | 49             | 2,079   | 104          | 7,087   |

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**How knowledgeable are you about the following policies or resources at your institution?**

Not at all      Slightly      Somewhat      Very      Extremely

| <b>How racism is defined at your institution</b> |              |       |       |       |       |      | n     |
|--|--------------|-------|-------|-------|-------|------|-------|
| Overall  | Southwestern | 24.8% | 30.1% | 26.8% | 15.0% | 3.3% | 153   |
|  | LACRELA      | 12.4% | 21.3% | 38.6% | 22.5% | 5.1% | 9,101 |
| Staff of Color                                   | Southwestern | 30.6% | 26.5% | 14.3% | 24.5% | 4.1% | 49    |
|  | LACRELA      | 20.4% | 20.3% | 33.1% | 20.5% | 5.7% | 2,064 |
| White Staff                                      | Southwestern | 22.1% | 31.7% | 32.7% | 10.6% | 2.9% | 104   |
|  | LACRELA      | 10.0% | 21.6% | 40.3% | 23.1% | 5.0% | 7,037 |

| <b>How to respond to or act against a racist incident at work</b> |              |       |       |       |       |      | n     |
|---|--------------|-------|-------|-------|-------|------|-------|
| Overall   | Southwestern | 20.3% | 28.8% | 25.5% | 18.3% | 7.2% | 153   |
|   | LACRELA      | 8.6%  | 18.2% | 38.0% | 27.5% | 7.6% | 9,102 |
| Staff of Color  | Southwestern | 26.5% | 24.5% | 18.4% | 22.4% | 8.2% | 49    |
|   | LACRELA      | 16.0% | 19.4% | 31.6% | 23.7% | 9.3% | 2,064 |
| White Staff   | Southwestern | 17.3% | 30.8% | 28.8% | 16.3% | 6.7% | 104   |
|   | LACRELA      | 6.5%  | 17.9% | 39.9% | 28.6% | 7.1% | 7,038 |

| <b>Where to find resources if you or a colleague experienced a racist incident at work</b> |              |       |       |       |       |       | n     |
|--|--------------|-------|-------|-------|-------|-------|-------|
| Overall  | Southwestern | 22.2% | 26.1% | 25.5% | 19.6% | 6.5%  | 153   |
|  | LACRELA      | 9.3%  | 17.9% | 33.4% | 29.7% | 9.8%  | 9,103 |
| Staff of Color   | Southwestern | 26.5% | 22.4% | 20.4% | 24.5% | 6.1%  | 49    |
|  | LACRELA      | 16.2% | 20.0% | 28.0% | 25.1% | 10.7% | 2,064 |
| White Staff  | Southwestern | 20.2% | 27.9% | 27.9% | 17.3% | 6.7%  | 104   |
|  | LACRELA      | 7.3%  | 17.2% | 34.9% | 31.0% | 9.5%  | 7,039 |

| <b>Where to make a report of a racist incident at work</b> |              |       |       |       |       |       | n     |
|--|--------------|-------|-------|-------|-------|-------|-------|
| Overall  | Southwestern | 20.3% | 24.8% | 26.1% | 22.2% | 6.5%  | 153   |
|  | LACRELA      | 9.3%  | 17.4% | 31.1% | 30.6% | 11.7% | 9,104 |
| Staff of Color   | Southwestern | 28.6% | 20.4% | 20.4% | 22.4% | 8.2%  | 49    |
|  | LACRELA      | 15.5% | 19.9% | 26.1% | 25.9% | 12.6% | 2,064 |
| White Staff  | Southwestern | 16.3% | 26.9% | 28.8% | 22.1% | 5.8%  | 104   |
|  | LACRELA      | 7.4%  | 16.7% | 32.5% | 31.9% | 11.4% | 7,040 |

**How knowledgeable are you about the following topics?**

Not at all      Slightly      Somewhat      Very      Extremely

| <b>Talking about racism in the workplace</b> |              |       |       |       |       |      | n     |
|--|--------------|-------|-------|-------|-------|------|-------|
| Overall                                      | Southwestern | 12.0% | 36.7% | 32.0% | 15.3% | 4.0% | 150   |
|  | LACRELA      | 9.3%  | 26.4% | 43.1% | 17.4% | 3.8% | 8,887 |
| Staff of Color                               | Southwestern | 16.7% | 33.3% | 25.0% | 18.8% | 6.3% | 48    |
|  | LACRELA      | 11.8% | 21.5% | 35.2% | 23.4% | 8.2% | 2,011 |
| White Staff                                  | Southwestern | 9.8%  | 38.2% | 35.3% | 13.7% | 2.9% | 102   |
|  | LACRELA      | 8.6%  | 27.9% | 45.4% | 15.6% | 2.5% | 6,876 |

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**How knowledgeable are you about the following topics?**

Not at all      Slightly      Somewhat      Very      Extremely

| <b>Confronting explicit acts of racism and racial violence on campus</b>                                  |              |       |       |       |       |       | n     |
|---|--------------|-------|-------|-------|-------|-------|-------|
| Overall   | Southwestern | 19.3% | 33.3% | 28.0% | 14.7% | 4.7%  | 150   |
|   | LACRELA      | 12.4% | 25.0% | 40.7% | 17.5% | 4.4%  | 8,885 |
| Staff of Color  | Southwestern | 31.3% | 29.2% | 20.8% | 14.6% | 4.2%  | 48    |
|   | LACRELA      | 15.8% | 21.1% | 34.2% | 21.4% | 7.5%  | 2,011 |
| White Staff   | Southwestern | 13.7% | 35.3% | 31.4% | 14.7% | 4.9%  | 102   |
|   | LACRELA      | 11.4% | 26.2% | 42.6% | 16.4% | 3.5%  | 6,874 |
| <b>Recognizing and confronting anti-Black racism</b>  |              |       |       |       |       |       | n     |
| Overall   | Southwestern | 11.3% | 34.7% | 30.0% | 18.7% | 5.3%  | 150   |
|   | LACRELA      | 8.4%  | 22.7% | 42.9% | 21.4% | 4.6%  | 8,889 |
| Staff of Color  | Southwestern | 16.7% | 31.3% | 25.0% | 18.8% | 8.3%  | 48    |
|   | LACRELA      | 11.0% | 18.2% | 34.1% | 27.1% | 9.6%  | 2,011 |
| White Staff   | Southwestern | 8.8%  | 36.3% | 32.4% | 18.6% | 3.9%  | 102   |
|   | LACRELA      | 7.7%  | 24.0% | 45.4% | 19.7% | 3.2%  | 6,878 |
| <b>Recognizing and confronting racism toward Asian Americans, Pacific Islanders, and Native Americans</b> |              |       |       |       |       |       | n     |
| Overall   | Southwestern | 12.0% | 40.7% | 26.7% | 17.3% | 3.3%  | 150   |
|   | LACRELA      | 10.1% | 25.2% | 41.8% | 19.0% | 4.0%  | 8,887 |
| Staff of Color  | Southwestern | 14.6% | 39.6% | 27.1% | 16.7% | 2.1%  | 48    |
|   | LACRELA      | 12.6% | 21.0% | 34.6% | 24.2% | 7.6%  | 2,009 |
| White Staff   | Southwestern | 10.8% | 41.2% | 26.5% | 17.6% | 3.9%  | 102   |
|   | LACRELA      | 9.3%  | 26.4% | 43.9% | 17.5% | 2.9%  | 6,878 |
| <b>Identifying and reducing your own implicit racial biases</b>   |              |       |       |       |       |       | n     |
| Overall   | Southwestern | 6.0%  | 12.0% | 47.3% | 26.7% | 8.0%  | 150   |
|   | LACRELA      | 4.1%  | 12.0% | 42.8% | 33.6% | 7.6%  | 8,882 |
| Staff of Color  | Southwestern | 8.3%  | 10.4% | 45.8% | 27.1% | 8.3%  | 48    |
|   | LACRELA      | 6.1%  | 10.6% | 33.5% | 37.5% | 12.4% | 2,008 |
| White Staff   | Southwestern | 4.9%  | 12.7% | 48.0% | 26.5% | 7.8%  | 102   |
|   | LACRELA      | 3.5%  | 12.4% | 45.5% | 32.4% | 6.2%  | 6,874 |
| <b>Creating a recruitment system that prioritizes staff diversity</b>                                     |              |       |       |       |       |       | n     |
| Overall   | Southwestern | 32.0% | 28.7% | 23.3% | 12.7% | 3.3%  | 150   |
|   | LACRELA      | 24.3% | 22.5% | 33.1% | 16.1% | 4.1%  | 8,878 |
| Staff of Color  | Southwestern | 33.3% | 27.1% | 20.8% | 14.6% | 4.2%  | 48    |
|   | LACRELA      | 26.5% | 19.5% | 30.0% | 17.9% | 6.2%  | 2,009 |
| White Staff   | Southwestern | 31.4% | 29.4% | 24.5% | 11.8% | 2.9%  | 102   |
|   | LACRELA      | 23.7% | 23.3% | 34.0% | 15.5% | 3.5%  | 6,869 |
| <b>Creating a recruitment system that prioritizes faculty diversity</b>                                   |              |       |       |       |       |       | n     |
| Overall   | Southwestern | 42.7% | 30.0% | 17.3% | 8.7%  | 1.3%  | 150   |
|   | LACRELA      | 39.0% | 22.7% | 24.9% | 10.1% | 3.2%  | 8,876 |
| Staff of Color  | Southwestern | 39.6% | 33.3% | 20.8% | 6.3%  | 0.0%  | 48    |
|   | LACRELA      | 39.9% | 20.3% | 23.2% | 11.8% | 4.7%  | 2,010 |
| White Staff   | Southwestern | 44.1% | 28.4% | 15.7% | 9.8%  | 2.0%  | 102   |
|   | LACRELA      | 38.7% | 23.4% | 25.4% | 9.6%  | 2.8%  | 6,866 |

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How knowledgeable are you about the following topics?

|  |              | Not at all | Slightly | Somewhat | Very  | Extremely | n     |
|--|--------------|------------|----------|----------|-------|-----------|-------|
| <b>Creating a recruitment system that prioritizes student diversity</b>                      |              |            |          |          |       |           |       |
| Overall  | Southwestern | 32.7%      | 28.7%    | 23.3%    | 13.3% | 2.0%      | 150   |
|  | LACRELA      | 30.1%      | 21.8%    | 28.9%    | 14.8% | 4.4%      | 8,879 |
| Staff of Color   | Southwestern | 35.4%      | 27.1%    | 25.0%    | 12.5% | 0.0%      | 48    |
|  | LACRELA      | 30.3%      | 19.1%    | 24.9%    | 18.8% | 6.9%      | 2,010 |
| White Staff  | Southwestern | 31.4%      | 29.4%    | 22.5%    | 13.7% | 2.9%      | 102   |
|  | LACRELA      | 30.0%      | 22.7%    | 30.1%    | 13.6% | 3.6%      | 6,869 |
| <b>Creating a supportive environment to increase retention of faculty and staff of color</b> |              |            |          |          |       |           |       |
| Overall  | Southwestern | 28.0%      | 31.3%    | 28.0%    | 10.0% | 2.7%      | 150   |
|  | LACRELA      | 21.0%      | 25.7%    | 35.0%    | 14.7% | 3.6%      | 8,885 |
| Staff of Color   | Southwestern | 25.0%      | 29.2%    | 31.3%    | 12.5% | 2.1%      | 48    |
|  | LACRELA      | 24.6%      | 20.3%    | 30.4%    | 18.5% | 6.2%      | 2,012 |
| White Staff  | Southwestern | 29.4%      | 32.4%    | 26.5%    | 8.8%  | 2.9%      | 102   |
|  | LACRELA      | 19.9%      | 27.2%    | 36.4%    | 13.5% | 2.9%      | 6,873 |
| <b>Creating a supportive environment to increase retention of students of color</b>          |              |            |          |          |       |           |       |
| Overall  | Southwestern | 28.0%      | 26.7%    | 28.0%    | 14.0% | 3.3%      | 150   |
|  | LACRELA      | 22.2%      | 24.0%    | 33.6%    | 16.1% | 4.1%      | 8,886 |
| Staff of Color   | Southwestern | 22.9%      | 22.9%    | 35.4%    | 12.5% | 6.3%      | 48    |
|  | LACRELA      | 23.5%      | 19.7%    | 28.3%    | 20.9% | 7.6%      | 2,011 |
| White Staff  | Southwestern | 30.4%      | 28.4%    | 24.5%    | 14.7% | 2.0%      | 102   |
|  | LACRELA      | 21.9%      | 25.2%    | 35.1%    | 14.6% | 3.1%      | 6,875 |

How much of your knowledge of these topics listed above came from formal professional development or resources from your institution?

|                |              | None  | Less than half | About half | More than half | Almost all | n     |
|----------------|--------------|-------|----------------|------------|----------------|------------|-------|
| Overall        | Southwestern | 39.3% | 40.0%          | 12.0%      | 4.7%           | 4.0%       | 150   |
|                | LACRELA      | 21.8% | 34.2%          | 22.8%      | 13.8%          | 7.5%       | 8,890 |
| Staff of Color | Southwestern | 35.4% | 45.8%          | 14.6%      | 4.2%           | 0.0%       | 48    |
|                | LACRELA      | 32.9% | 36.0%          | 17.3%      | 9.0%           | 4.9%       | 2,013 |
| White Staff    | Southwestern | 41.2% | 37.3%          | 10.8%      | 4.9%           | 5.9%       | 102   |
|                | LACRELA      | 18.5% | 33.6%          | 24.4%      | 15.3%          | 8.2%       | 6,877 |

In the past year, how many hours of training from your institution related to racial equity, diversity, and inclusion have you received?

|                |              | Never attended | 1-2 hours | 3-4 hours | 5-10 hours | More than 10 hours | n     |
|----------------|--------------|----------------|-----------|-----------|------------|--------------------|-------|
| Overall        | Southwestern | 47.3%          | 37.2%     | 8.8%      | 4.7%       | 2.0%               | 148   |
|                | LACRELA      | 26.2%          | 34.0%     | 17.8%     | 14.7%      | 7.4%               | 8,873 |
| Staff of Color | Southwestern | 53.1%          | 28.6%     | 8.2%      | 10.2%      | 0.0%               | 49    |
|                | LACRELA      | 32.5%          | 31.9%     | 15.3%     | 12.7%      | 7.6%               | 2,014 |
| White Staff    | Southwestern | 44.4%          | 41.4%     | 9.1%      | 2.0%       | 3.0%               | 99    |
|                | LACRELA      | 24.4%          | 34.6%     | 18.5%     | 15.2%      | 7.3%               | 6,859 |

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**How satisfied are you with the following aspects of the racial equity, diversity, and inclusion training from your institution?**

Not at all      Slightly      Somewhat      Very      Extremely

| <b>Overall quality</b>                  |              |       |       |       |       |       | n     |
|---|--------------|-------|-------|-------|-------|-------|-------|
| Overall                                 | Southwestern | 9.1%  | 22.1% | 39.0% | 22.1% | 7.8%  | 77    |
|   | LACRELA      | 4.6%  | 11.8% | 28.5% | 38.2% | 16.8% | 6,520 |
| Staff of Color                          | Southwestern | 8.7%  | 30.4% | 34.8% | 21.7% | 4.3%  | 23    |
|   | LACRELA      | 9.0%  | 14.5% | 29.8% | 32.1% | 14.6% | 1,357 |
| White Staff                             | Southwestern | 9.3%  | 18.5% | 40.7% | 22.2% | 9.3%  | 54    |
|   | LACRELA      | 3.5%  | 11.1% | 28.2% | 39.9% | 17.4% | 5,163 |
| <b>Topic(s) covered</b>                 |              |       |       |       |       |       | n     |
| Overall                                 | Southwestern | 9.1%  | 24.7% | 39.0% | 19.5% | 7.8%  | 77    |
|   | LACRELA      | 4.5%  | 11.9% | 29.5% | 37.9% | 16.2% | 6,520 |
| Staff of Color                          | Southwestern | 8.7%  | 30.4% | 39.1% | 17.4% | 4.3%  | 23    |
|   | LACRELA      | 8.8%  | 15.0% | 29.4% | 32.8% | 14.0% | 1,357 |
| White Staff                             | Southwestern | 9.3%  | 22.2% | 38.9% | 20.4% | 9.3%  | 54    |
|   | LACRELA      | 3.4%  | 11.1% | 29.6% | 39.3% | 16.7% | 5,163 |
| <b>Training frequency and/or length</b> |              |       |       |       |       |       | n     |
| Overall                                 | Southwestern | 11.7% | 24.7% | 44.2% | 11.7% | 7.8%  | 77    |
|   | LACRELA      | 6.9%  | 17.1% | 32.4% | 29.9% | 13.6% | 6,520 |
| Staff of Color                          | Southwestern | 8.7%  | 21.7% | 56.5% | 8.7%  | 4.3%  | 23    |
|   | LACRELA      | 12.2% | 20.9% | 31.3% | 24.5% | 11.2% | 1,357 |
| White Staff                             | Southwestern | 13.0% | 25.9% | 38.9% | 13.0% | 9.3%  | 54    |
|   | LACRELA      | 5.6%  | 16.1% | 32.7% | 31.4% | 14.3% | 5,163 |



## Encounters with Racial Stress

In the past year, have you personally experienced any of the following racial microaggressions or racist incidents in your current workplace? *Select all that apply.*

|  | Overall      |         | Staff of Color |         | White Staff  |         |
|--|--------------|---------|----------------|---------|--------------|---------|
|  | Southwestern | LACRELA | Southwestern   | LACRELA | Southwestern | LACRELA |
| Being viewed as naturally more able than others because of your race   | 6.2%         | 8.3%    | 8.2%           | 10.3%   | 5.2%         | 7.6%    |
| Being viewed as naturally less able than others because of your race   | 2.8%         | 4.7%    | 8.2%           | 15.9%   | 0.0%         | 1.4%    |
| Not speaking out about topics related to race for fear of negative reactions from coworkers                                  | 15.9%        | 19.6%   | 26.5%          | 30.1%   | 10.4%        | 16.5%   |
| Being asked or expected to represent the views and/or experiences of your entire race in meetings                            | 6.9%         | 6.0%    | 16.3%          | 21.6%   | 2.1%         | 1.4%    |
| Being viewed as a foreigner even though you are not  | 0.7%         | 2.1%    | 2.0%           | 7.6%    | 0.0%         | 0.5%    |
| Hearing people express surprise at your English language abilities or speaking   | 3.4%         | 3.0%    | 10.2%          | 11.2%   | 0.0%         | 0.6%    |
| The assumption that you were only hired because of your race   | 4.8%         | 3.1%    | 14.3%          | 10.8%   | 0.0%         | 0.8%    |
| Being asked for ID by campus police/safety when others are not   | 0.0%         | 0.7%    | 0.0%           | 2.5%    | 0.0%         | 0.2%    |
| Feeling excluded by people of your own race  | 2.1%         | 4.0%    | 6.1%           | 8.0%    | 0.0%         | 2.9%    |
| Being mistaken for someone else of the same race/ethnicity   | 11.0%        | 7.4%    | 26.5%          | 21.9%   | 3.1%         | 3.2%    |
| Hearing or overhearing negative or insensitive comments about your racial/ethnic group or people of your same race/ethnicity | 6.9%         | 7.2%    | 18.4%          | 16.6%   | 1.0%         | 4.4%    |
| Jokes related to your race that make you uncomfortable   | 4.1%         | 3.9%    | 10.2%          | 10.0%   | 1.0%         | 2.1%    |
| A race-based physical attack   | 0.0%         | 0.1%    | 0.0%           | 0.4%    | 0.0%         | 0.1%    |
| A race-based verbal attack   | 0.7%         | 1.1%    | 2.0%           | 2.6%    | 0.0%         | 0.7%    |
| Seeing racist signs, symbols, or graffiti on campus  | 4.8%         | 6.6%    | 10.2%          | 10.1%   | 2.1%         | 5.5%    |
| Another racist incident not listed   | 3.4%         | 3.0%    | 6.1%           | 7.0%    | 2.1%         | 1.9%    |
| None of the above  | 67.6%        | 64.8%   | 44.9%          | 42.4%   | 79.2%        | 71.4%   |
| Total (n)  | 145          | 8,784   | 49             | 1,998   | 96           | 6,786   |

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**In the past year, how often have you personally experienced racism at your institution?**

|                   |              | Never | A few times<br>in the year | A few times a<br>month | A few times<br>a week | Almost every<br>day | n     |
|-------------------|--------------|-------|----------------------------|------------------------|-----------------------|---------------------|-------|
| Overall           | Southwestern | 89.0% | 7.6%                       | 2.8%                   | 0.0%                  | 0.7%                | 145   |
|                   | LACRELA      | 80.9% | 15.7%                      | 2.4%                   | 0.6%                  | 0.4%                | 8,793 |
| Staff of<br>Color | Southwestern | 81.6% | 12.2%                      | 6.1%                   | 0.0%                  | 0.0%                | 49    |
|                   | LACRELA      | 57.1% | 33.0%                      | 6.8%                   | 1.5%                  | 1.6%                | 1,999 |
| White<br>Staff    | Southwestern | 92.7% | 5.2%                       | 1.0%                   | 0.0%                  | 1.0%                | 96    |
|                   | LACRELA      | 87.9% | 10.6%                      | 1.1%                   | 0.3%                  | 0.1%                | 6,794 |

**In the past year, how often have you witnessed racism happening at your institution?**

|                   |              | Never | A few times<br>in the year | A few times a<br>month | A few times<br>a week | Almost every<br>day | n     |
|-------------------|--------------|-------|----------------------------|------------------------|-----------------------|---------------------|-------|
| Overall           | Southwestern | 63.4% | 26.9%                      | 7.6%                   | 2.1%                  | 0.0%                | 145   |
|                   | LACRELA      | 54.7% | 33.5%                      | 8.4%                   | 2.4%                  | 1.0%                | 8,790 |
| Staff of<br>Color | Southwestern | 65.3% | 20.4%                      | 12.2%                  | 2.0%                  | 0.0%                | 49    |
|                   | LACRELA      | 46.9% | 34.6%                      | 12.2%                  | 4.3%                  | 2.1%                | 1,999 |
| White<br>Staff    | Southwestern | 62.5% | 30.2%                      | 5.2%                   | 2.1%                  | 0.0%                | 96    |
|                   | LACRELA      | 57.0% | 33.1%                      | 7.2%                   | 1.9%                  | 0.7%                | 6,791 |

**Have the racist incidents you have experienced or witnessed on your campus resulted in any of the following?**

*Select all that apply*

|   | Overall      |         | Staff of Color |         | White Staff  |         |
|---|--------------|---------|----------------|---------|--------------|---------|
|   | Southwestern | LACRELA | Southwestern   | LACRELA | Southwestern | LACRELA |
| Decline in your physical health                                 | 3.6%         | 3.1%    | 0.0%           | 7.1%    | 5.3%         | 1.6%    |
| Decline in your mental health or emotional well-being           | 16.4%        | 18.7%   | 35.3%          | 31.6%   | 7.9%         | 13.9%   |
| Feelings of frustration   | 70.9%        | 67.7%   | 88.2%          | 74.1%   | 63.2%        | 65.3%   |
| Feelings of anger   | 32.7%        | 45.4%   | 35.3%          | 51.7%   | 31.6%        | 43.0%   |
| Feelings of loneliness, not belonging, and/or isolation         | 14.5%        | 16.0%   | 35.3%          | 36.6%   | 5.3%         | 8.2%    |
| Difficulty concentrating at work                                | 16.4%        | 17.2%   | 29.4%          | 27.3%   | 10.5%        | 13.4%   |
| Increase in your personal motivation or activism to make change | 36.4%        | 39.0%   | 41.2%          | 32.9%   | 34.2%        | 41.3%   |
| I did not experience any after effects                          | 21.8%        | 19.2%   | 5.9%           | 15.1%   | 28.9%        | 20.8%   |
| Total (n)   | 55           | 4,193   | 17             | 1,146   | 38           | 3,047   |

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**In the past year, how often have you experienced racism from the following people at your institution?**

|                         |              | Never | A few times<br>in the year | A few times a<br>month | A few times<br>a week | Almost every<br>day | n     |
|-------------------------|--------------|-------|----------------------------|------------------------|-----------------------|---------------------|-------|
| <b>Staff of color</b>   |              |       |                            |                        |                       |                     |       |
| Overall                 | Southwestern | 95.1% | 4.2%                       | 0.7%                   | 0.0%                  | 0.0%                | 143   |
|                         | LACRELA      | 92.6% | 6.4%                       | 0.6%                   | 0.1%                  | 0.1%                | 8,502 |
| Staff of<br>Color       | Southwestern | 95.9% | 4.1%                       | 0.0%                   | 0.0%                  | 0.0%                | 49    |
|                         | LACRELA      | 89.3% | 8.9%                       | 1.4%                   | 0.2%                  | 0.3%                | 1,919 |
| White<br>Staff          | Southwestern | 94.7% | 4.3%                       | 1.1%                   | 0.0%                  | 0.0%                | 94    |
|                         | LACRELA      | 93.6% | 5.7%                       | 0.4%                   | 0.1%                  | 0.1%                | 6,583 |
| <b>White staff</b>      |              |       |                            |                        |                       |                     |       |
| Overall                 | Southwestern | 87.3% | 11.3%                      | 0.7%                   | 0.7%                  | 0.0%                | 142   |
|                         | LACRELA      | 81.9% | 14.8%                      | 2.4%                   | 0.5%                  | 0.4%                | 8,682 |
| Staff of<br>Color       | Southwestern | 83.3% | 14.6%                      | 2.1%                   | 0.0%                  | 0.0%                | 48    |
|                         | LACRELA      | 62.8% | 29.1%                      | 5.2%                   | 1.8%                  | 1.1%                | 1,956 |
| White<br>Staff          | Southwestern | 89.4% | 9.6%                       | 0.0%                   | 1.1%                  | 0.0%                | 94    |
|                         | LACRELA      | 87.4% | 10.7%                      | 1.6%                   | 0.2%                  | 0.2%                | 6,726 |
| <b>Faculty of color</b> |              |       |                            |                        |                       |                     |       |
| Overall                 | Southwestern | 96.0% | 4.0%                       | 0.0%                   | 0.0%                  | 0.0%                | 124   |
|                         | LACRELA      | 94.6% | 4.5%                       | 0.6%                   | 0.2%                  | 0.1%                | 7,405 |
| Staff of<br>Color       | Southwestern | 97.6% | 2.4%                       | 0.0%                   | 0.0%                  | 0.0%                | 42    |
|                         | LACRELA      | 91.8% | 6.5%                       | 1.1%                   | 0.2%                  | 0.4%                | 1,640 |
| White<br>Staff          | Southwestern | 95.1% | 4.9%                       | 0.0%                   | 0.0%                  | 0.0%                | 82    |
|                         | LACRELA      | 95.4% | 4.0%                       | 0.5%                   | 0.1%                  | 0.1%                | 5,765 |
| <b>White faculty</b>    |              |       |                            |                        |                       |                     |       |
| Overall                 | Southwestern | 87.1% | 10.5%                      | 1.6%                   | 0.8%                  | 0.0%                | 124   |
|                         | LACRELA      | 87.1% | 10.7%                      | 1.5%                   | 0.4%                  | 0.3%                | 7,458 |
| Staff of<br>Color       | Southwestern | 78.6% | 16.7%                      | 2.4%                   | 2.4%                  | 0.0%                | 42    |
|                         | LACRELA      | 71.6% | 22.8%                      | 3.6%                   | 1.0%                  | 1.0%                | 1,649 |
| White<br>Staff          | Southwestern | 91.5% | 7.3%                       | 1.2%                   | 0.0%                  | 0.0%                | 82    |
|                         | LACRELA      | 91.5% | 7.2%                       | 0.9%                   | 0.3%                  | 0.1%                | 5,809 |
| <b>Student of color</b> |              |       |                            |                        |                       |                     |       |
| Overall                 | Southwestern | 95.2% | 4.8%                       | 0.0%                   | 0.0%                  | 0.0%                | 125   |
|                         | LACRELA      | 91.9% | 6.8%                       | 0.9%                   | 0.2%                  | 0.2%                | 7,772 |
| Staff of<br>Color       | Southwestern | 93.2% | 6.8%                       | 0.0%                   | 0.0%                  | 0.0%                | 44    |
|                         | LACRELA      | 90.4% | 7.6%                       | 1.3%                   | 0.3%                  | 0.3%                | 1,774 |
| White<br>Staff          | Southwestern | 96.3% | 3.7%                       | 0.0%                   | 0.0%                  | 0.0%                | 81    |
|                         | LACRELA      | 92.3% | 6.6%                       | 0.8%                   | 0.2%                  | 0.1%                | 5,998 |
| <b>White students</b>   |              |       |                            |                        |                       |                     |       |
| Overall                 | Southwestern | 86.4% | 13.6%                      | 0.0%                   | 0.0%                  | 0.0%                | 125   |
|                         | LACRELA      | 86.9% | 10.7%                      | 1.7%                   | 0.4%                  | 0.2%                | 7,771 |
| Staff of<br>Color       | Southwestern | 79.5% | 20.5%                      | 0.0%                   | 0.0%                  | 0.0%                | 44    |
|                         | LACRELA      | 75.6% | 19.7%                      | 3.4%                   | 0.9%                  | 0.4%                | 1,765 |
| White<br>Staff          | Southwestern | 90.1% | 9.9%                       | 0.0%                   | 0.0%                  | 0.0%                | 81    |
|                         | LACRELA      | 90.3% | 8.0%                       | 1.2%                   | 0.3%                  | 0.2%                | 6,006 |

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In the past year, how often have you experienced racism from the following people at your institution?

|                   |              | Never   | A few times<br>in the year | A few times a<br>month | A few times<br>a week | Almost every<br>day | n     |
|-------------------|--------------|---|----------------------------|------------------------|-----------------------|---------------------|-------|
|                   |              | <b>People outside of your institution you were in contact with for work</b> |                            |                        |                       |                     |       |
| Overall           | Southwestern | 82.1%   | 15.7%                      | 2.2%                   | 0.0%                  | 0.0%                | 134   |
|                   | LACRELA      | 82.5%   | 14.3%                      | 2.5%                   | 0.5%                  | 0.1%                | 8,165 |
| Staff of<br>Color | Southwestern | 76.1%   | 23.9%                      | 0.0%                   | 0.0%                  | 0.0%                | 46    |
|                   | LACRELA      | 70.9%   | 22.9%                      | 4.6%                   | 1.2%                  | 0.3%                | 1,800 |
| White<br>Staff    | Southwestern | 85.2%   | 11.4%                      | 3.4%                   | 0.0%                  | 0.0%                | 88    |
|                   | LACRELA      | 85.8%   | 11.8%                      | 1.9%                   | 0.3%                  | 0.1%                | 6,365 |

To what extent do you think racism is a problem...

|                   |              | Not at all                                | Slightly | Somewhat | Mostly | Completely | n     |
|-------------------|--------------|---|----------|----------|--------|------------|-------|
|                   |              | <b>in your immediate work environment</b> |          |          |        |            |       |
| Overall           | Southwestern | 62.0%                                     | 23.4%    | 10.2%    | 2.2%   | 2.2%       | 137   |
|                   | LACRELA      | 54.6%                                     | 25.8%    | 14.1%    | 3.1%   | 2.4%       | 8,378 |
| Staff of<br>Color | Southwestern | 64.6%                                     | 18.8%    | 12.5%    | 2.1%   | 2.1%       | 48    |
|                   | LACRELA      | 51.3%                                     | 23.7%    | 15.1%    | 4.7%   | 5.2%       | 1,897 |
| White<br>Staff    | Southwestern | 60.7%                                     | 25.8%    | 9.0%     | 2.2%   | 2.2%       | 89    |
|                   | LACRELA      | 55.5%                                     | 26.4%    | 13.8%    | 2.6%   | 1.6%       | 6,481 |
|                   |              | <b>at your institution</b>                |          |          |        |            |       |
| Overall           | Southwestern | 23.8%                                     | 34.9%    | 30.2%    | 9.5%   | 1.6%       | 126   |
|                   | LACRELA      | 16.9%                                     | 28.4%    | 38.3%    | 10.9%  | 5.4%       | 7,879 |
| Staff of<br>Color | Southwestern | 26.1%                                     | 43.5%    | 13.0%    | 15.2%  | 2.2%       | 46    |
|                   | LACRELA      | 17.6%                                     | 24.5%    | 33.5%    | 13.8%  | 10.6%      | 1,806 |
| White<br>Staff    | Southwestern | 22.5%                                     | 30.0%    | 40.0%    | 6.3%   | 1.3%       | 80    |
|                   | LACRELA      | 16.7%                                     | 29.6%    | 39.8%    | 10.1%  | 3.9%       | 6,073 |

If an employee were to report a racist incident to an official at your institution...

|                   |              | Not at all  | Slightly | Somewhat | Very  | Extremely | n     |
|-------------------|--------------|---|----------|----------|-------|-----------|-------|
|                   |              | <b>how seriously do you think the campus official would take the report?</b>      |          |          |       |           |       |
| Overall           | Southwestern | 6.1%  | 16.7%    | 9.8%     | 28.0% | 39.4%     | 132   |
|                   | LACRELA      | 2.5%  | 6.6%     | 15.4%    | 38.8% | 36.8%     | 8,147 |
| Staff of<br>Color | Southwestern | 13.0%   | 10.9%    | 10.9%    | 28.3% | 37.0%     | 46    |
|                   | LACRELA      | 5.7%  | 11.8%    | 20.5%    | 35.0% | 27.1%     | 1,798 |
| White<br>Staff    | Southwestern | 2.3%  | 19.8%    | 9.3%     | 27.9% | 40.7%     | 86    |
|                   | LACRELA      | 1.6%  | 5.1%     | 14.0%    | 39.8% | 39.5%     | 6,349 |
|                   |              | <b>how likely is it that campus officials would conduct a fair investigation?</b> |          |          |       |           |       |
| Overall           | Southwestern | 7.9%  | 15.0%    | 17.3%    | 28.3% | 31.5%     | 127   |
|                   | LACRELA      | 3.8%  | 7.5%     | 20.7%    | 36.7% | 31.2%     | 7,734 |
| Staff of<br>Color | Southwestern | 11.6%   | 9.3%     | 18.6%    | 30.2% | 30.2%     | 43    |
|                   | LACRELA      | 8.6%  | 12.6%    | 25.0%    | 30.7% | 23.1%     | 1,687 |
| White<br>Staff    | Southwestern | 6.0%  | 17.9%    | 16.7%    | 27.4% | 32.1%     | 84    |
|                   | LACRELA      | 2.5%  | 6.0%     | 19.6%    | 38.4% | 33.5%     | 6,047 |

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## Workplace Equity

In the past year, how often have you personally experienced discrimination at your institution based on the following?

|                                      |              | Never  | A few times<br>in the year | A few times a<br>month | A few times<br>a week | Almost every<br>day | n     |
|--------------------------------------|--------------|--------|----------------------------|------------------------|-----------------------|---------------------|-------|
| <b>Race and/or ethnicity</b>         |              |        |                            |                        |                       |                     |       |
| Overall                              | Southwestern | 90.7%  | 7.1%                       | 1.4%                   | 0.7%                  | 0.0%                | 140   |
|                                      | LACRELA      | 86.9%  | 11.2%                      | 1.2%                   | 0.4%                  | 0.4%                | 8,440 |
| Staff of<br>Color                    | Southwestern | 77.1%  | 18.8%                      | 4.2%                   | 0.0%                  | 0.0%                | 48    |
|                                      | LACRELA      | 64.6%  | 28.9%                      | 4.0%                   | 1.3%                  | 1.3%                | 1,913 |
| White<br>Staff                       | Southwestern | 97.8%  | 1.1%                       | 0.0%                   | 1.1%                  | 0.0%                | 92    |
|                                      | LACRELA      | 93.4%  | 6.0%                       | 0.4%                   | 0.1%                  | 0.1%                | 6,527 |
| <b>National origin</b>               |              |        |                            |                        |                       |                     |       |
| Overall                              | Southwestern | 96.4%  | 3.6%                       | 0.0%                   | 0.0%                  | 0.0%                | 138   |
|                                      | LACRELA      | 96.0%  | 3.2%                       | 0.5%                   | 0.1%                  | 0.1%                | 8,334 |
| Staff of<br>Color                    | Southwestern | 89.4%  | 10.6%                      | 0.0%                   | 0.0%                  | 0.0%                | 47    |
|                                      | LACRELA      | 89.4%  | 8.2%                       | 1.5%                   | 0.4%                  | 0.5%                | 1,834 |
| White<br>Staff                       | Southwestern | 100.0% | 0.0%                       | 0.0%                   | 0.0%                  | 0.0%                | 91    |
|                                      | LACRELA      | 97.9%  | 1.8%                       | 0.2%                   | 0.0%                  | 0.0%                | 6,500 |
| <b>Gender and/or gender identity</b> |              |        |                            |                        |                       |                     |       |
| Overall                              | Southwestern | 74.5%  | 19.9%                      | 5.0%                   | 0.0%                  | 0.7%                | 141   |
|                                      | LACRELA      | 76.0%  | 18.1%                      | 4.0%                   | 1.2%                  | 0.7%                | 8,469 |
| Staff of<br>Color                    | Southwestern | 74.5%  | 21.3%                      | 4.3%                   | 0.0%                  | 0.0%                | 47    |
|                                      | LACRELA      | 79.9%  | 15.2%                      | 3.0%                   | 1.1%                  | 0.8%                | 1,890 |
| White<br>Staff                       | Southwestern | 74.5%  | 19.1%                      | 5.3%                   | 0.0%                  | 1.1%                | 94    |
|                                      | LACRELA      | 74.8%  | 18.9%                      | 4.3%                   | 1.2%                  | 0.7%                | 6,579 |
| <b>Sexual orientation</b>            |              |        |                            |                        |                       |                     |       |
| Overall                              | Southwestern | 94.2%  | 4.3%                       | 1.4%                   | 0.0%                  | 0.0%                | 138   |
|                                      | LACRELA      | 93.6%  | 4.9%                       | 1.0%                   | 0.4%                  | 0.1%                | 8,396 |
| Staff of<br>Color                    | Southwestern | 93.6%  | 4.3%                       | 2.1%                   | 0.0%                  | 0.0%                | 47    |
|                                      | LACRELA      | 93.8%  | 4.6%                       | 0.9%                   | 0.4%                  | 0.3%                | 1,855 |
| White<br>Staff                       | Southwestern | 94.5%  | 4.4%                       | 1.1%                   | 0.0%                  | 0.0%                | 91    |
|                                      | LACRELA      | 93.5%  | 5.0%                       | 1.0%                   | 0.3%                  | 0.1%                | 6,541 |
| <b>Age</b>                           |              |        |                            |                        |                       |                     |       |
| Overall                              | Southwestern | 85.2%  | 9.9%                       | 4.2%                   | 0.7%                  | 0.0%                | 142   |
|                                      | LACRELA      | 75.3%  | 18.4%                      | 4.2%                   | 1.3%                  | 0.9%                | 8,516 |
| Staff of<br>Color                    | Southwestern | 81.3%  | 10.4%                      | 6.3%                   | 2.1%                  | 0.0%                | 48    |
|                                      | LACRELA      | 74.6%  | 17.2%                      | 5.0%                   | 1.6%                  | 1.5%                | 1,901 |
| White<br>Staff                       | Southwestern | 87.2%  | 9.6%                       | 3.2%                   | 0.0%                  | 0.0%                | 94    |
|                                      | LACRELA      | 75.5%  | 18.7%                      | 3.9%                   | 1.3%                  | 0.7%                | 6,615 |

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**In the past year, how often have you personally experienced discrimination at your institution based on the following?**

|                              |              | Never | A few times<br>in the year | A few times a<br>month | A few times<br>a week | Almost every<br>day | n     |
|------------------------------|--------------|-------|----------------------------|------------------------|-----------------------|---------------------|-------|
| <b>Disability</b>            |              |       |                            |                        |                       |                     | n     |
| Overall                      | Southwestern | 95.2% | 4.0%                       | 0.8%                   | 0.0%                  | 0.0%                | 126   |
|                              | LACRELA      | 94.2% | 4.0%                       | 1.0%                   | 0.4%                  | 0.4%                | 8,002 |
| Staff of<br>Color            | Southwestern | 90.0% | 7.5%                       | 2.5%                   | 0.0%                  | 0.0%                | 40    |
|                              | LACRELA      | 93.8% | 3.8%                       | 1.1%                   | 0.8%                  | 0.5%                | 1,723 |
| White<br>Staff               | Southwestern | 97.7% | 2.3%                       | 0.0%                   | 0.0%                  | 0.0%                | 86    |
|                              | LACRELA      | 94.3% | 4.0%                       | 1.0%                   | 0.3%                  | 0.4%                | 6,279 |
| <b>Religious affiliation</b> |              |       |                            |                        |                       |                     | n     |
| Overall                      | Southwestern | 90.2% | 7.5%                       | 2.3%                   | 0.0%                  | 0.0%                | 133   |
|                              | LACRELA      | 91.0% | 7.4%                       | 1.0%                   | 0.2%                  | 0.4%                | 8,276 |
| Staff of<br>Color            | Southwestern | 83.7% | 9.3%                       | 7.0%                   | 0.0%                  | 0.0%                | 43    |
|                              | LACRELA      | 89.3% | 8.6%                       | 1.4%                   | 0.2%                  | 0.5%                | 1,809 |
| White<br>Staff               | Southwestern | 93.3% | 6.7%                       | 0.0%                   | 0.0%                  | 0.0%                | 90    |
|                              | LACRELA      | 91.4% | 7.1%                       | 0.9%                   | 0.2%                  | 0.4%                | 6,467 |

**How much do you agree or disagree with the following statements?**

|   |              | Strongly<br>disagrees | Somewhat<br>disagree | Neither | Somewhat<br>agree | Strongly<br>agree | n     |
|---|--------------|-----------------------|----------------------|---------|-------------------|-------------------|-------|
| <b>I have received equal opportunities for advancement compared to my colleagues.</b>               |              |                       |                      |         |                   |                   | n     |
| Overall   | Southwestern | 6.9%                  | 10.4%                | 23.6%   | 23.6%             | 35.4%             | 144   |
|   | LACRELA      | 8.1%                  | 12.8%                | 25.5%   | 21.3%             | 32.3%             | 8,641 |
| Staff of<br>Color   | Southwestern | 6.3%                  | 10.4%                | 25.0%   | 20.8%             | 37.5%             | 48    |
|   | LACRELA      | 11.8%                 | 13.5%                | 27.3%   | 19.7%             | 27.6%             | 1,953 |
| White<br>Staff  | Southwestern | 7.3%                  | 10.4%                | 22.9%   | 25.0%             | 34.4%             | 96    |
|   | LACRELA      | 7.1%                  | 12.5%                | 25.0%   | 21.7%             | 33.6%             | 6,688 |
| <b>I am given equal consideration when there is an opportunity for leadership or career growth.</b> |              |                       |                      |         |                   |                   | n     |
| Overall   | Southwestern | 5.6%                  | 9.8%                 | 22.4%   | 21.0%             | 41.3%             | 143   |
|   | LACRELA      | 8.1%                  | 12.4%                | 25.7%   | 22.6%             | 31.1%             | 8,635 |
| Staff of<br>Color   | Southwestern | 4.2%                  | 8.3%                 | 25.0%   | 22.9%             | 39.6%             | 48    |
|   | LACRELA      | 11.4%                 | 12.8%                | 26.3%   | 22.3%             | 27.2%             | 1,952 |
| White<br>Staff  | Southwestern | 6.3%                  | 10.5%                | 21.1%   | 20.0%             | 42.1%             | 95    |
|   | LACRELA      | 7.2%                  | 12.3%                | 25.5%   | 22.7%             | 32.3%             | 6,683 |
| <b>I have received enough support from my supervisor or unit leader to succeed in my work.</b>      |              |                       |                      |         |                   |                   | n     |
| Overall   | Southwestern | 1.4%                  | 8.3%                 | 9.0%    | 21.5%             | 59.7%             | 144   |
|   | LACRELA      | 5.6%                  | 9.2%                 | 11.3%   | 26.6%             | 47.2%             | 8,640 |
| Staff of<br>Color   | Southwestern | 2.1%                  | 4.2%                 | 6.3%    | 22.9%             | 64.6%             | 48    |
|   | LACRELA      | 6.9%                  | 10.0%                | 11.9%   | 26.8%             | 44.4%             | 1,953 |
| White<br>Staff  | Southwestern | 1.0%                  | 10.4%                | 10.4%   | 20.8%             | 57.3%             | 96    |
|   | LACRELA      | 5.2%                  | 9.0%                 | 11.2%   | 26.6%             | 48.0%             | 6,687 |

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**How much do you agree or disagree with the following statements?**

Strongly disagrees      Somewhat disagree      Neither      Somewhat agree      Strongly agree

**I have received enough support from my colleagues to succeed in my work.** n

|                |              |      |      |       |       |       |       |
|----------------|--------------|------|------|-------|-------|-------|-------|
| Overall        | Southwestern | 0.7% | 4.2% | 5.6%  | 29.9% | 59.7% | 144   |
|                | LACRELA      | 3.4% | 6.3% | 12.1% | 33.0% | 45.2% | 8,639 |
| Staff of Color | Southwestern | 0.0% | 4.2% | 4.2%  | 31.3% | 60.4% | 48    |
|                | LACRELA      | 4.5% | 7.3% | 14.5% | 33.8% | 39.9% | 1,951 |
| White Staff    | Southwestern | 1.0% | 4.2% | 6.3%  | 29.2% | 59.4% | 96    |
|                | LACRELA      | 3.1% | 6.0% | 11.5% | 32.8% | 46.7% | 6,688 |

**I am supported by my supervisor or unit leader regarding career progression.** n

|                |              |      |      |       |       |       |       |
|----------------|--------------|------|------|-------|-------|-------|-------|
| Overall        | Southwestern | 4.9% | 5.6% | 13.2% | 20.8% | 55.6% | 144   |
|                | LACRELA      | 7.1% | 8.7% | 18.4% | 22.9% | 42.9% | 8,639 |
| Staff of Color | Southwestern | 4.2% | 6.3% | 10.4% | 20.8% | 58.3% | 48    |
|                | LACRELA      | 7.7% | 8.9% | 18.3% | 22.7% | 42.4% | 1,953 |
| White Staff    | Southwestern | 5.2% | 5.2% | 14.6% | 20.8% | 54.2% | 96    |
|                | LACRELA      | 7.0% | 8.6% | 18.4% | 23.0% | 43.0% | 6,686 |

**My mental health is a high priority at my institution.** n

|                |              |       |       |       |       |       |       |
|----------------|--------------|-------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 9.7%  | 18.8% | 23.6% | 25.7% | 22.2% | 144   |
|                | LACRELA      | 11.4% | 15.5% | 22.6% | 27.2% | 23.3% | 8,641 |
| Staff of Color | Southwestern | 8.3%  | 25.0% | 18.8% | 20.8% | 27.1% | 48    |
|                | LACRELA      | 14.0% | 14.5% | 23.3% | 24.8% | 23.3% | 1,953 |
| White Staff    | Southwestern | 10.4% | 15.6% | 26.0% | 28.1% | 19.8% | 96    |
|                | LACRELA      | 10.6% | 15.8% | 22.4% | 27.9% | 23.3% | 6,688 |

**My physical health is a high priority at my institution.** n

|                |              |       |       |       |       |       |       |
|----------------|--------------|-------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 9.7%  | 16.7% | 22.2% | 27.1% | 24.3% | 144   |
|                | LACRELA      | 9.4%  | 13.5% | 24.1% | 28.0% | 25.0% | 8,642 |
| Staff of Color | Southwestern | 12.5% | 22.9% | 14.6% | 22.9% | 27.1% | 48    |
|                | LACRELA      | 12.3% | 13.0% | 25.0% | 25.0% | 24.7% | 1,954 |
| White Staff    | Southwestern | 8.3%  | 13.5% | 26.0% | 29.2% | 22.9% | 96    |
|                | LACRELA      | 8.5%  | 13.6% | 23.9% | 28.9% | 25.1% | 6,688 |

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**How much do you agree or disagree with the following statements?**

Strongly disagree      Somewhat disagree      Neither      Somewhat agree      Strongly agree

**The policies for promotion or tenure at my institution are easily accessible.**      n

|                |              |       |       |       |       |       |       |
|----------------|--------------|-------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 26.3% | 17.5% | 29.8% | 15.8% | 10.5% | 114   |
|                | LACRELA      | 21.7% | 22.7% | 27.9% | 16.0% | 11.7% | 6,675 |
| Staff of Color | Southwestern | 13.9% | 22.2% | 27.8% | 22.2% | 13.9% | 36    |
|                | LACRELA      | 24.7% | 21.7% | 28.1% | 14.3% | 11.3% | 1,508 |
| White Staff    | Southwestern | 32.1% | 15.4% | 30.8% | 12.8% | 9.0%  | 78    |
|                | LACRELA      | 20.8% | 23.0% | 27.8% | 16.5% | 11.8% | 5,167 |

**I understand what I need to do to get a promotion or tenure.**      n

|                |              |       |       |       |       |       |       |
|----------------|--------------|-------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 27.8% | 16.5% | 20.9% | 19.1% | 15.7% | 115   |
|                | LACRELA      | 25.1% | 22.9% | 22.5% | 16.5% | 13.0% | 6,848 |
| Staff of Color | Southwestern | 21.6% | 21.6% | 13.5% | 27.0% | 16.2% | 37    |
|                | LACRELA      | 28.8% | 20.4% | 20.7% | 17.0% | 13.1% | 1,567 |
| White Staff    | Southwestern | 30.8% | 14.1% | 24.4% | 15.4% | 15.4% | 78    |
|                | LACRELA      | 24.1% | 23.6% | 23.1% | 16.3% | 13.0% | 5,281 |

**I receive feedback from my superiors or mentors that helps me in the promotion or tenure process.**      n

|                |              |       |       |       |       |       |       |
|----------------|--------------|-------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 17.9% | 10.7% | 31.3% | 20.5% | 19.6% | 112   |
|                | LACRELA      | 17.8% | 16.0% | 26.5% | 21.2% | 18.5% | 6,774 |
| Staff of Color | Southwestern | 8.1%  | 27.0% | 16.2% | 24.3% | 24.3% | 37    |
|                | LACRELA      | 19.3% | 14.3% | 26.1% | 21.3% | 19.0% | 1,542 |
| White Staff    | Southwestern | 22.7% | 2.7%  | 38.7% | 18.7% | 17.3% | 75    |
|                | LACRELA      | 17.4% | 16.5% | 26.6% | 21.1% | 18.3% | 5,232 |

**I feel promotions or tenure are given fairly based on employee performance.**      n

|                |              |       |       |       |       |       |       |
|----------------|--------------|-------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 21.2% | 12.7% | 32.2% | 19.5% | 14.4% | 118   |
|                | LACRELA      | 19.8% | 18.7% | 31.6% | 16.2% | 13.7% | 7,082 |
| Staff of Color | Southwestern | 10.5% | 21.1% | 28.9% | 18.4% | 21.1% | 38    |
|                | LACRELA      | 22.3% | 16.4% | 32.7% | 15.2% | 13.4% | 1,606 |
| White Staff    | Southwestern | 26.3% | 8.8%  | 33.8% | 20.0% | 11.3% | 80    |
|                | LACRELA      | 19.1% | 19.4% | 31.2% | 16.5% | 13.8% | 5,476 |



## Appraisals of Institutional Commitment

How racially diverse are each of the following groups of people at your institution?

Not at all   Slightly   Somewhat   Mostly   Strongly

| Your institutional leaders and senior administrators |              |       |       |       |       |       | n     |
|--|--------------|-------|-------|-------|-------|-------|-------|
| Overall  | Southwestern | 45.5% | 32.6% | 10.6% | 6.1%  | 5.3%  | 132   |
|  | LACRELA      | 15.1% | 33.3% | 27.9% | 14.0% | 9.8%  | 8,098 |
| Staff of Color                                       | Southwestern | 41.9% | 32.6% | 14.0% | 4.7%  | 7.0%  | 43    |
|  | LACRELA      | 20.9% | 32.4% | 22.9% | 13.3% | 10.4% | 1,823 |
| White Staff  | Southwestern | 47.2% | 32.6% | 9.0%  | 6.7%  | 4.5%  | 89    |
|  | LACRELA      | 13.4% | 33.5% | 29.4% | 14.2% | 9.6%  | 6,275 |
| Staff members  |              |       |       |       |       |       | n     |
| Overall  | Southwestern | 6.7%  | 23.1% | 44.0% | 14.9% | 11.2% | 134   |
|  | LACRELA      | 8.9%  | 38.3% | 33.7% | 12.6% | 6.6%  | 8,188 |
| Staff of Color                                       | Southwestern | 11.1% | 15.6% | 37.8% | 20.0% | 15.6% | 45    |
|  | LACRELA      | 12.1% | 33.0% | 30.0% | 15.3% | 9.6%  | 1,861 |
| White Staff  | Southwestern | 4.5%  | 27.0% | 47.2% | 12.4% | 9.0%  | 89    |
|  | LACRELA      | 7.9%  | 39.8% | 34.9% | 11.8% | 5.7%  | 6,327 |
| Faculty members                                      |              |       |       |       |       |       | n     |
| Overall  | Southwestern | 9.8%  | 44.3% | 31.1% | 8.2%  | 6.6%  | 122   |
|  | LACRELA      | 8.6%  | 39.6% | 36.2% | 10.3% | 5.2%  | 7,029 |
| Staff of Color                                       | Southwestern | 16.7% | 33.3% | 33.3% | 7.1%  | 9.5%  | 42    |
|  | LACRELA      | 17.9% | 39.3% | 29.0% | 8.7%  | 5.2%  | 1,581 |
| White Staff  | Southwestern | 6.3%  | 50.0% | 30.0% | 8.8%  | 5.0%  | 80    |
|  | LACRELA      | 5.9%  | 39.7% | 38.3% | 10.8% | 5.2%  | 5,448 |
| Students   |              |       |       |       |       |       | n     |
| Overall  | Southwestern | 4.6%  | 18.5% | 48.5% | 20.0% | 8.5%  | 130   |
|  | LACRELA      | 2.7%  | 23.3% | 45.9% | 17.4% | 10.7% | 7,878 |
| Staff of Color                                       | Southwestern | 11.4% | 18.2% | 36.4% | 18.2% | 15.9% | 44    |
|  | LACRELA      | 6.3%  | 28.1% | 38.5% | 17.1% | 10.0% | 1,771 |
| White Staff  | Southwestern | 1.2%  | 18.6% | 54.7% | 20.9% | 4.7%  | 86    |
|  | LACRELA      | 1.6%  | 21.9% | 48.0% | 17.5% | 11.0% | 6,107 |

In your opinion or experience, how committed is your institution to each of the following?

Not at all   Slightly   Somewhat   Mostly   Strongly

| Racial diversity among campus leaders or senior administrators |              |       |       |       |       |       | n     |
|--|--------------|-------|-------|-------|-------|-------|-------|
| Overall  | Southwestern | 18.7% | 22.4% | 25.4% | 17.2% | 16.4% | 134   |
|  | LACRELA      | 5.2%  | 15.3% | 23.8% | 25.9% | 29.9% | 8,199 |
| Staff of Color   | Southwestern | 23.8% | 11.9% | 28.6% | 23.8% | 11.9% | 42    |
|  | LACRELA      | 10.3% | 21.8% | 24.3% | 21.8% | 21.8% | 1,828 |
| White Staff  | Southwestern | 16.3% | 27.2% | 23.9% | 14.1% | 18.5% | 92    |
|  | LACRELA      | 3.7%  | 13.4% | 23.6% | 27.0% | 32.2% | 6,371 |

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In your opinion or experience, how committed is your institution to each of the following?

Not at all    Slightly    Somewhat    Mostly    Strongly

| <b>Racial diversity among staff</b>    |              |       |       |       |       |       | n     |
|--|--------------|-------|-------|-------|-------|-------|-------|
| Overall                                | Southwestern | 6.6%  | 25.7% | 29.4% | 19.1% | 19.1% | 136   |
|  | LACRELA      | 4.7%  | 17.5% | 28.4% | 25.8% | 23.6% | 8,240 |
| Staff of Color                         | Southwestern | 9.3%  | 18.6% | 34.9% | 18.6% | 18.6% | 43    |
|  | LACRELA      | 8.2%  | 23.4% | 28.6% | 20.7% | 19.2% | 1,840 |
| White Staff                            | Southwestern | 5.4%  | 29.0% | 26.9% | 19.4% | 19.4% | 93    |
|  | LACRELA      | 3.7%  | 15.8% | 28.3% | 27.2% | 24.9% | 6,400 |
| <b>Racial diversity among faculty</b>  |              |       |       |       |       |       | n     |
| Overall                                | Southwestern | 7.0%  | 15.6% | 34.4% | 21.1% | 21.9% | 128   |
|  | LACRELA      | 3.6%  | 14.3% | 26.8% | 28.1% | 27.2% | 7,623 |
| Staff of Color                         | Southwestern | 17.1% | 4.9%  | 41.5% | 17.1% | 19.5% | 41    |
|  | LACRELA      | 9.3%  | 22.2% | 30.0% | 20.8% | 17.8% | 1,661 |
| White Staff                            | Southwestern | 2.3%  | 20.7% | 31.0% | 23.0% | 23.0% | 87    |
|  | LACRELA      | 2.0%  | 12.1% | 26.0% | 30.2% | 29.8% | 5,962 |
| <b>Racial diversity among students</b> |              |       |       |       |       |       | n     |
| Overall                                | Southwestern | 3.0%  | 9.0%  | 22.6% | 31.6% | 33.8% | 133   |
|  | LACRELA      | 1.5%  | 8.1%  | 20.7% | 30.7% | 39.0% | 8,065 |
| Staff of Color                         | Southwestern | 9.5%  | 7.1%  | 28.6% | 16.7% | 38.1% | 42    |
|  | LACRELA      | 3.5%  | 14.6% | 26.6% | 26.9% | 28.4% | 1,794 |
| White Staff                            | Southwestern | 0.0%  | 9.9%  | 19.8% | 38.5% | 31.9% | 91    |
|  | LACRELA      | 1.0%  | 6.2%  | 19.0% | 31.8% | 42.0% | 6,271 |
| <b>Retaining staff of color</b>        |              |       |       |       |       |       | n     |
| Overall                                | Southwestern | 21.2% | 19.7% | 22.0% | 17.4% | 19.7% | 132   |
|  | LACRELA      | 11.4% | 18.6% | 24.8% | 21.6% | 23.5% | 7,912 |
| Staff of Color                         | Southwestern | 27.9% | 16.3% | 20.9% | 20.9% | 14.0% | 43    |
|  | LACRELA      | 20.4% | 24.0% | 24.0% | 15.6% | 16.1% | 1,774 |
| White Staff                            | Southwestern | 18.0% | 21.3% | 22.5% | 15.7% | 22.5% | 89    |
|  | LACRELA      | 8.8%  | 17.1% | 25.1% | 23.4% | 25.6% | 6,138 |
| <b>Retaining faculty of color</b>      |              |       |       |       |       |       | n     |
| Overall                                | Southwestern | 13.8% | 14.6% | 26.8% | 20.3% | 24.4% | 123   |
|  | LACRELA      | 8.0%  | 17.2% | 24.7% | 23.8% | 26.4% | 7,330 |
| Staff of Color                         | Southwestern | 20.0% | 5.0%  | 35.0% | 22.5% | 17.5% | 40    |
|  | LACRELA      | 15.2% | 24.1% | 26.1% | 17.0% | 17.7% | 1,591 |
| White Staff                            | Southwestern | 10.8% | 19.3% | 22.9% | 19.3% | 27.7% | 83    |
|  | LACRELA      | 6.0%  | 15.3% | 24.3% | 25.6% | 28.8% | 5,739 |
| <b>Retaining students of color</b>     |              |       |       |       |       |       | n     |
| Overall                                | Southwestern | 6.3%  | 15.7% | 19.7% | 21.3% | 37.0% | 127   |
|  | LACRELA      | 4.1%  | 12.8% | 22.4% | 26.7% | 34.0% | 7,802 |
| Staff of Color                         | Southwestern | 12.5% | 10.0% | 20.0% | 20.0% | 37.5% | 40    |
|  | LACRELA      | 8.7%  | 19.2% | 26.7% | 21.3% | 24.1% | 1,698 |
| White Staff                            | Southwestern | 3.4%  | 18.4% | 19.5% | 21.8% | 36.8% | 87    |
|  | LACRELA      | 2.8%  | 11.1% | 21.2% | 28.2% | 36.7% | 6,104 |

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In your opinion or experience, how committed is your institution to each of the following?

Not at all   Slightly   Somewhat   Mostly   Strongly

**Sponsoring activities about racial equity, diversity, and inclusion (e.g., lecture series)**      n

|                |              |      |       |       |       |       |       |
|----------------|--------------|------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 3.7% | 16.9% | 24.3% | 29.4% | 25.7% | 136   |
|                | LACRELA      | 2.1% | 10.2% | 20.5% | 29.4% | 37.8% | 8,207 |
| Staff of Color | Southwestern | 6.7% | 13.3% | 28.9% | 22.2% | 28.9% | 45    |
|                | LACRELA      | 5.1% | 17.9% | 24.3% | 24.2% | 28.5% | 1,822 |
| White Staff    | Southwestern | 2.2% | 18.7% | 22.0% | 33.0% | 24.2% | 91    |
|                | LACRELA      | 1.2% | 8.1%  | 19.4% | 30.8% | 40.4% | 6,385 |

**Removing objects or structures on campus that are racially-offensive (e.g., statues, portraits or names of buildings)**      n

|                |              |      |       |       |       |       |       |
|----------------|--------------|------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 8.4% | 12.6% | 15.1% | 33.6% | 30.3% | 119   |
|                | LACRELA      | 4.9% | 10.9% | 19.6% | 26.2% | 38.3% | 7,045 |
| Staff of Color | Southwestern | 9.8% | 14.6% | 14.6% | 36.6% | 24.4% | 41    |
|                | LACRELA      | 8.6% | 15.4% | 22.1% | 23.3% | 30.6% | 1,527 |
| White Staff    | Southwestern | 7.7% | 11.5% | 15.4% | 32.1% | 33.3% | 78    |
|                | LACRELA      | 3.9% | 9.7%  | 19.0% | 27.0% | 40.5% | 5,518 |

**Safety returning to campus from remote work due to the COVID-19 pandemic**      n

|                |              |       |       |       |       |       |       |
|----------------|--------------|-------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 6.5%  | 12.3% | 9.4%  | 21.7% | 50.0% | 138   |
|                | LACRELA      | 3.1%  | 8.7%  | 13.2% | 22.1% | 52.9% | 8,190 |
| Staff of Color | Southwestern | 13.3% | 11.1% | 6.7%  | 17.8% | 51.1% | 45    |
|                | LACRELA      | 5.1%  | 11.0% | 14.5% | 20.1% | 49.3% | 1,834 |
| White Staff    | Southwestern | 3.2%  | 12.9% | 10.8% | 23.7% | 49.5% | 93    |
|                | LACRELA      | 2.5%  | 8.0%  | 12.8% | 22.7% | 54.0% | 6,356 |

In your opinion or experience, how committed are your unit/division leaders to each of the following?

Not at all   Slightly   Somewhat   Mostly   Strongly

**Racial diversity among staff**      n

|                |              |       |       |       |       |       |       |
|----------------|--------------|-------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 10.1% | 14.7% | 18.6% | 27.1% | 29.5% | 129   |
|                | LACRELA      | 5.3%  | 13.1% | 19.4% | 25.5% | 36.8% | 7,921 |
| Staff of Color | Southwestern | 12.2% | 12.2% | 22.0% | 22.0% | 31.7% | 41    |
|                | LACRELA      | 8.8%  | 15.6% | 20.7% | 21.4% | 33.5% | 1,797 |
| White Staff    | Southwestern | 9.1%  | 15.9% | 17.0% | 29.5% | 28.4% | 88    |
|                | LACRELA      | 4.2%  | 12.3% | 19.0% | 26.7% | 37.8% | 6,124 |

**Retaining staff of color**      n

|                |              |       |       |       |       |       |       |
|----------------|--------------|-------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 13.5% | 14.3% | 17.5% | 24.6% | 30.2% | 126   |
|                | LACRELA      | 7.3%  | 12.0% | 19.4% | 24.5% | 36.8% | 7,562 |
| Staff of Color | Southwestern | 16.7% | 16.7% | 14.3% | 19.0% | 33.3% | 42    |
|                | LACRELA      | 13.6% | 15.0% | 20.4% | 20.1% | 30.9% | 1,761 |
| White Staff    | Southwestern | 11.9% | 13.1% | 19.0% | 27.4% | 28.6% | 84    |
|                | LACRELA      | 5.4%  | 11.0% | 19.2% | 25.9% | 38.6% | 5,801 |

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In your opinion or experience, how committed are your unit/division leaders to each of the following?

Not at all   Slightly   Somewhat   Mostly   Strongly

**Sponsoring activities about racial equity, diversity, and inclusion (e.g., lecture series)**      n

|                |              |       |       |       |       |       |       |
|----------------|--------------|-------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 13.1% | 18.9% | 18.9% | 18.9% | 30.3% | 122   |
|                | LACRELA      | 8.1%  | 13.1% | 19.8% | 22.8% | 36.2% | 7,590 |
| Staff of Color | Southwestern | 14.3% | 31.0% | 11.9% | 11.9% | 31.0% | 42    |
|                | LACRELA      | 12.8% | 17.2% | 21.6% | 17.9% | 30.5% | 1,707 |
| White Staff    | Southwestern | 12.5% | 12.5% | 22.5% | 22.5% | 30.0% | 80    |
|                | LACRELA      | 6.7%  | 11.9% | 19.3% | 24.2% | 37.9% | 5,883 |

**Safety returning to campus from remote work due to the COVID-19 pandemic**      n

|                |              |       |      |       |       |       |       |
|----------------|--------------|-------|------|-------|-------|-------|-------|
| Overall        | Southwestern | 7.4%  | 7.4% | 13.2% | 15.4% | 56.6% | 136   |
|                | LACRELA      | 3.1%  | 7.4% | 11.6% | 21.8% | 56.2% | 8,101 |
| Staff of Color | Southwestern | 13.6% | 6.8% | 11.4% | 13.6% | 54.5% | 44    |
|                | LACRELA      | 4.7%  | 8.6% | 13.0% | 21.0% | 52.7% | 1,818 |
| White Staff    | Southwestern | 4.3%  | 7.6% | 14.1% | 16.3% | 57.6% | 92    |
|                | LACRELA      | 2.7%  | 7.1% | 11.1% | 22.0% | 57.2% | 6,283 |

How transparent are the procedures for investigating workplace racism and racist incidents at your institution name?

Not at all   Slightly   Somewhat   Mostly   Strongly

|                |              |       |       |       |       |      | n     |
|----------------|--------------|-------|-------|-------|-------|------|-------|
| Overall        | Southwestern | 41.3% | 9.3%  | 24.0% | 16.0% | 9.3% | 75    |
|                | LACRELA      | 17.7% | 17.7% | 33.2% | 23.8% | 7.6% | 5,077 |
| Staff of Color | Southwestern | 52.2% | 8.7%  | 13.0% | 17.4% | 8.7% | 23    |
|                | LACRELA      | 26.2% | 20.0% | 28.7% | 18.9% | 6.2% | 1,154 |
| White Staff    | Southwestern | 36.5% | 9.6%  | 28.8% | 15.4% | 9.6% | 52    |
|                | LACRELA      | 15.2% | 17.0% | 34.5% | 25.3% | 8.0% | 3,923 |

How effective are your institution's leaders in dealing with workplace racism and racist incidents?

Not at all   Slightly   Somewhat   Mostly   Strongly

|                |              |       |       |       |       |       | n     |
|----------------|--------------|-------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 18.0% | 21.3% | 18.0% | 24.6% | 18.0% | 61    |
|                | LACRELA      | 11.2% | 20.3% | 35.3% | 24.1% | 9.2%  | 4,173 |
| Staff of Color | Southwestern | 27.8% | 22.2% | 16.7% | 11.1% | 22.2% | 18    |
|                | LACRELA      | 19.4% | 23.6% | 30.7% | 18.3% | 8.1%  | 991   |
| White Staff    | Southwestern | 14.0% | 20.9% | 18.6% | 30.2% | 16.3% | 43    |
|                | LACRELA      | 8.6%  | 19.3% | 36.7% | 25.9% | 9.6%  | 3,182 |

How confident are you that your institution has a long-term commitment to racial equity, diversity, and inclusion in your workplace?

Not at all   Slightly   Somewhat   Mostly   Strongly

|                |              |       |       |       |       |       | n     |
|----------------|--------------|-------|-------|-------|-------|-------|-------|
| Overall        | Southwestern | 7.9%  | 18.1% | 29.1% | 22.0% | 22.8% | 127   |
|                | LACRELA      | 5.3%  | 12.5% | 28.4% | 32.7% | 21.2% | 7,961 |
| Staff of Color | Southwestern | 14.0% | 20.9% | 20.9% | 23.3% | 20.9% | 43    |
|                | LACRELA      | 10.7% | 19.1% | 29.4% | 26.7% | 14.0% | 1,759 |
| White Staff    | Southwestern | 4.8%  | 16.7% | 33.3% | 21.4% | 23.8% | 84    |
|                | LACRELA      | 3.7%  | 10.6% | 28.0% | 34.4% | 23.3% | 6,202 |

## Impact of External Environments

How safe or in danger do you feel in the neighborhood surrounding your campus/workplace?

|                      | Overall      |         | Students of Color |         | White Students |         |
|----------------------|--------------|---------|-------------------|---------|----------------|---------|
|                      | Southwestern | LACRELA | Southwestern      | LACRELA | Southwestern   | LACRELA |
| Completely in danger | 0.0%         | 0.3%    | 0.0%              | 0.6%    | 0.0%           | 0.2%    |
| Moderately in danger | 0.7%         | 1.4%    | 2.2%              | 2.7%    | 0.0%           | 1.1%    |
| Slightly in danger   | 0.7%         | 5.5%    | 2.2%              | 7.0%    | 0.0%           | 5.0%    |
| Neither              | 5.1%         | 6.0%    | 4.4%              | 9.5%    | 5.4%           | 5.0%    |
| Slightly safe        | 2.2%         | 4.2%    | 2.2%              | 6.9%    | 2.2%           | 3.5%    |
| Moderately safe      | 24.8%        | 33.1%   | 31.1%             | 37.0%   | 21.7%          | 32.0%   |
| Completely safe      | 66.4%        | 49.5%   | 57.8%             | 36.3%   | 70.7%          | 53.2%   |
| n                    | 137          | 8,342   | 45                | 1,863   | 92             | 6,479   |

How welcome or unwelcome do you feel in the neighborhood surrounding your campus/workplace?

|                      | Overall      |         | Students of Color |         | White Students |         |
|----------------------|--------------|---------|-------------------|---------|----------------|---------|
|                      | Southwestern | LACRELA | Southwestern      | LACRELA | Southwestern   | LACRELA |
| Completely unwelcome | 0.0%         | 0.8%    | 0.0%              | 1.5%    | 0.0%           | 0.6%    |
| Moderately unwelcome | 0.7%         | 1.8%    | 2.3%              | 3.6%    | 0.0%           | 1.3%    |
| Slightly unwelcome   | 0.7%         | 3.4%    | 2.3%              | 6.0%    | 0.0%           | 2.7%    |
| Neither              | 8.9%         | 9.8%    | 13.6%             | 14.6%   | 6.6%           | 8.4%    |
| Slightly welcome     | 3.0%         | 6.3%    | 4.5%              | 10.9%   | 2.2%           | 5.0%    |
| Moderately welcome   | 22.2%        | 28.8%   | 31.8%             | 32.5%   | 17.6%          | 27.8%   |
| Completely welcome   | 64.4%        | 49.0%   | 45.5%             | 30.9%   | 73.6%          | 54.2%   |
| n                    | 135          | 8,239   | 44                | 1,836   | 91             | 6,403   |

How included or excluded do you feel in the neighborhood surrounding your campus/workplace?

|                     | Overall      |         | Students of Color |         | White Students |         |
|---------------------|--------------|---------|-------------------|---------|----------------|---------|
|                     | Southwestern | LACRELA | Southwestern      | LACRELA | Southwestern   | LACRELA |
| Completely excluded | 0.8%         | 1.3%    | 0.0%              | 2.4%    | 1.2%           | 0.9%    |
| Moderately excluded | 0.8%         | 2.6%    | 2.5%              | 5.6%    | 0.0%           | 1.7%    |
| Slightly excluded   | 4.8%         | 3.7%    | 10.0%             | 7.4%    | 2.4%           | 2.6%    |
| Neither             | 16.8%        | 19.6%   | 27.5%             | 25.2%   | 11.8%          | 17.9%   |
| Slightly included   | 4.0%         | 7.5%    | 5.0%              | 9.9%    | 3.5%           | 6.8%    |
| Moderately included | 25.6%        | 27.6%   | 20.0%             | 28.0%   | 28.2%          | 27.4%   |
| Completely included | 47.2%        | 37.8%   | 35.0%             | 21.5%   | 52.9%          | 42.6%   |
| n                   | 125          | 7,757   | 40                | 1,741   | 85             | 6,016   |

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In the past year, have leaders in your work unit addressed any of the following issues (e.g., in meetings, via email, or other forms of communication)? *Select any that apply.*

|  | Overall      |         | Staff of Color |         | White Staff  |         |
|--|--------------|---------|----------------|---------|--------------|---------|
|  | Southwestern | LACRELA | Southwestern   | LACRELA | Southwestern | LACRELA |
| Anti-Asian hate crimes and harassment  | 14.5%        | 30.3%   | 15.6%          | 31.0%   | 14.0%        | 30.1%   |
| Police brutality and racially motivated violence against Black people                    | 23.9%        | 40.9%   | 28.9%          | 39.4%   | 21.5%        | 41.3%   |
| Passing of restrictive voting laws that disproportionately make voting harder for voters | 10.1%        | 15.3%   | 8.9%           | 13.9%   | 10.8%        | 15.7%   |
| Growing domestic terrorism inspired by White supremacy and White nationalism             | 10.9%        | 22.4%   | 4.4%           | 19.9%   | 14.0%        | 23.2%   |
| None of the above  | 72.5%        | 54.7%   | 71.1%          | 55.0%   | 73.1%        | 54.6%   |
| Total (n)  | 138          | 8,465   | 45             | 1,905   | 93           | 6,560   |

To what extent has racial tension increased in your workplace as a result of the following occurrences?

Not at all      A little bit      Some      Quite a bit      A great amount

|                |              | Anti-Asian hate crimes and harassment  |       |       |      |      | n     |
|----------------|--------------|--|-------|-------|------|------|-------|
| Overall        | Southwestern | 85.2%  | 9.4%  | 3.9%  | 1.6% | 0.0% | 128   |
|                | LACRELA      | 76.5%  | 14.1% | 7.4%  | 1.6% | 0.4% | 7,749 |
| Staff of Color | Southwestern | 87.8%  | 7.3%  | 2.4%  | 2.4% | 0.0% | 41    |
|                | LACRELA      | 75.3%  | 13.7% | 7.6%  | 2.5% | 0.9% | 1,719 |
| White Staff    | Southwestern | 83.9%  | 10.3% | 4.6%  | 1.1% | 0.0% | 87    |
|                | LACRELA      | 76.8%  | 14.2% | 7.4%  | 1.4% | 0.2% | 6,030 |
|                |              | Police brutality and racially motivated violence against Black people                    |       |       |      |      | n     |
| Overall        | Southwestern | 70.8%  | 13.8% | 10.0% | 4.6% | 0.8% | 130   |
|                | LACRELA      | 60.1%  | 18.1% | 14.0% | 5.7% | 2.0% | 7,868 |
| Staff of Color | Southwestern | 72.1%  | 11.6% | 7.0%  | 9.3% | 0.0% | 43    |
|                | LACRELA      | 59.9%  | 16.4% | 14.1% | 6.2% | 3.3% | 1,750 |
| White Staff    | Southwestern | 70.1%  | 14.9% | 11.5% | 2.3% | 1.1% | 87    |
|                | LACRELA      | 60.1%  | 18.6% | 14.0% | 5.6% | 1.7% | 6,118 |
|                |              | Passing of restrictive voting laws that disproportionately make voting harder for voters |       |       |      |      | n     |
| Overall        | Southwestern | 78.3%  | 10.1% | 10.9% | 0.0% | 0.8% | 129   |
|                | LACRELA      | 75.0%  | 14.0% | 8.3%  | 2.0% | 0.7% | 7,686 |
| Staff of Color | Southwestern | 79.1%  | 9.3%  | 11.6% | 0.0% | 0.0% | 43    |
|                | LACRELA      | 75.1%  | 12.7% | 8.4%  | 2.2% | 1.6% | 1,705 |
| White Staff    | Southwestern | 77.9%  | 10.5% | 10.5% | 0.0% | 1.2% | 86    |
|                | LACRELA      | 75.0%  | 14.3% | 8.3%  | 1.9% | 0.5% | 5,981 |
|                |              | Growing domestic terrorism inspired by White supremacy and White nationalism             |       |       |      |      | n     |
| Overall        | Southwestern | 71.5%  | 15.4% | 10.0% | 2.3% | 0.8% | 130   |
|                | LACRELA      | 65.6%  | 16.4% | 12.0% | 4.4% | 1.5% | 7,770 |
| Staff of Color | Southwestern | 81.4%  | 7.0%  | 4.7%  | 7.0% | 0.0% | 43    |
|                | LACRELA      | 66.1%  | 14.3% | 12.1% | 5.2% | 2.3% | 1,727 |
| White Staff    | Southwestern | 66.7%  | 19.5% | 12.6% | 0.0% | 1.1% | 87    |
|                | LACRELA      | 65.5%  | 17.0% | 11.9% | 4.2% | 1.3% | 6,043 |

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**In the past year, how often have you personally experienced racism or racist incidents in each of the following spaces?**

|  |              | Never | Once in a while | Sometimes | Often | Almost always |       |
|--|--------------|-------|-----------------|-----------|-------|---------------|-------|
| <b>Neighborhood surrounding campus/workplace</b>   |              |       |                 |           |       |               | n     |
| Overall  | Southwestern | 88.1% | 6.7%            | 3.0%      | 2.2%  | 0.0%          | 134   |
|  | LACRELA      | 82.8% | 12.1%           | 3.8%      | 1.0%  | 0.3%          | 7,888 |
| Staff of Color   | Southwestern | 74.4% | 16.3%           | 7.0%      | 2.3%  | 0.0%          | 43    |
|  | LACRELA      | 66.3% | 23.0%           | 7.9%      | 2.2%  | 0.7%          | 1,758 |
| White Staff  | Southwestern | 94.5% | 2.2%            | 1.1%      | 2.2%  | 0.0%          | 91    |
|  | LACRELA      | 87.6% | 9.0%            | 2.7%      | 0.7%  | 0.2%          | 6,130 |
| <b>On school-affiliated social media platforms (e.g., Facebook pages/groups, Twitter accounts, Instagram accounts)</b> |              |       |                 |           |       |               | n     |
| Overall  | Southwestern | 84.9% | 7.1%            | 5.6%      | 2.4%  | 0.0%          | 126   |
|  | LACRELA      | 84.4% | 9.7%            | 4.1%      | 1.4%  | 0.4%          | 7,456 |
| Staff of Color   | Southwestern | 75.0% | 12.5%           | 10.0%     | 2.5%  | 0.0%          | 40    |
|  | LACRELA      | 79.9% | 12.6%           | 4.9%      | 1.7%  | 0.9%          | 1,610 |
| White Staff  | Southwestern | 89.5% | 4.7%            | 3.5%      | 2.3%  | 0.0%          | 86    |
|  | LACRELA      | 85.7% | 8.9%            | 3.9%      | 1.3%  | 0.3%          | 5,846 |
| <b>From local police (non-campus police)</b>   |              |       |                 |           |       |               | n     |
| Overall  | Southwestern | 89.9% | 5.4%            | 3.9%      | 0.8%  | 0.0%          | 129   |
|  | LACRELA      | 91.4% | 5.4%            | 2.4%      | 0.6%  | 0.2%          | 7,649 |
| Staff of Color   | Southwestern | 76.2% | 14.3%           | 7.1%      | 2.4%  | 0.0%          | 42    |
|  | LACRELA      | 82.2% | 11.2%           | 4.6%      | 1.3%  | 0.7%          | 1,686 |
| White Staff  | Southwestern | 96.6% | 1.1%            | 2.3%      | 0.0%  | 0.0%          | 87    |
|  | LACRELA      | 93.9% | 3.8%            | 1.8%      | 0.4%  | 0.1%          | 5,963 |

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**Factor Scores**

|  | Overall      |         | Students of Color |         | White Students |         |
|--|--------------|---------|-------------------|---------|----------------|---------|
|  | Southwestern | LACRELA | Southwestern      | LACRELA | Southwestern   | LACRELA |
| <b>WORKPLACE MATTERING: Extent to which employee feels comfortable engaging in their workplace</b>   |              |         |                   |         |                |         |
| Total (n)  | 139          | 8,534   | 44                | 2,033   | 95             | 6,501   |
| Mean (range: 1.0 - 5.0)  | 4.0          | 3.9     | 4.0               | 3.8     | 4.0            | 3.9     |
| Standard deviation   | 1.0          | 0.9     | 0.9               | 0.9     | 1.0            | 0.9     |
| <b>WORKPLACE MATTERING: Extent to which employee receives care and feel supported by their supervisor/leader</b>   |              |         |                   |         |                |         |
| Total (n)  | 160          | 9,364   | 51                | 2,120   | 109            | 7,244   |
| Mean (range: 1.0 - 5.0)  | 4.2          | 4.2     | 4.3               | 4.2     | 4.2            | 4.2     |
| Standard deviation   | 1.1          | 1.0     | 0.9               | 1.0     | 1.1            | 1.0     |
| <b>RACIAL LEARNING &amp; LITERACY: Extent to which employee feels that current race-related sociopolitical issues are problematic to society</b>                               |              |         |                   |         |                |         |
| Total (n)  | 141          | 8,395   | 47                | 1,925   | 94             | 6,470   |
| Mean (range: 1.0 - 5.0)  | 3.9          | 4.3     | 4.1               | 4.4     | 3.8            | 4.2     |
| Standard deviation   | 1.3          | 1.1     | 1.3               | 1.0     | 1.3            | 1.1     |
| <b>RACIAL LEARNING &amp; LITERACY: Employee's level of knowledge about workplace policies and resources related to racism and racist incidents</b>                             |              |         |                   |         |                |         |
| Total (n)  | 153          | 9,100   | 49                | 2,064   | 104            | 7,036   |
| Mean (range: 1.0 - 5.0)  | 2.6          | 3.1     | 2.6               | 2.9     | 2.6            | 3.1     |
| Standard deviation   | 1.1          | 1.0     | 1.2               | 1.1     | 1.0            | 0.9     |
| <b>RACIAL LEARNING &amp; LITERACY: Employee's level of knowledge of anti-racist practices</b>  |              |         |                   |         |                |         |
| Total (n)  | 150          | 8,859   | 48                | 2,000   | 102            | 6,859   |
| Mean (range: 1.0 - 5.0)  | 2.7          | 2.9     | 2.7               | 3.0     | 2.8            | 2.9     |
| Standard deviation   | 0.9          | 0.9     | 1.0               | 1.0     | 0.9            | 0.8     |
| <b>RACIAL LEARNING &amp; LITERACY: Employee's level of knowledge of workplace practices to foster diverse and increase retention</b>   |              |         |                   |         |                |         |
| Total (n)  | 150          | 8,864   | 48                | 2,007   | 102            | 6,857   |
| Mean (range: 1.0 - 5.0)  | 2.2          | 2.4     | 2.3               | 2.5     | 2.2            | 2.4     |
| Standard deviation   | 1.0          | 1.0     | 0.9               | 1.1     | 1.0            | 0.9     |
| <b>WORKPLACE EQUITY: Employee's appraisal of receiving equitable opportunities and support in the workplace</b>  |              |         |                   |         |                |         |
| Total (n)  | 143          | 8,631   | 48                | 1,950   | 95             | 6,681   |
| Mean (range: 1.0 - 5.0)  | 3.9          | 3.7     | 3.9               | 3.6     | 3.9            | 3.7     |
| Standard deviation   | 0.9          | 1.0     | 0.9               | 1.0     | 0.9            | 1.0     |
| <b>WORKPLACE EQUITY: Extent to which employee is knowledgeable of and supported in the promotion or tenure process</b>   |              |         |                   |         |                |         |
| Total (n)  | 107          | 6,092   | 35                | 1,372   | 72             | 4,720   |
| Mean (range: 1.0 - 5.0)  | 2.8          | 2.8     | 3.1               | 2.8     | 2.7            | 2.8     |
| Standard deviation   | 1.2          | 1.2     | 1.1               | 1.2     | 1.2            | 1.1     |
| <b>APPRAISALS OF INSTITUTIONAL COMMITMENT: Employee's appraisal of their institution's commitment to racial diversity of the campus community</b>                              |              |         |                   |         |                |         |
| Total (n)  | 126          | 7,509   | 39                | 1,632   | 87             | 5,877   |
| Mean (range: 1.0 - 5.0)  | 3.3          | 3.7     | 3.2               | 3.3     | 3.4            | 3.8     |
| Standard deviation   | 1.0          | 1.0     | 1.1               | 1.1     | 1.0            | 1.0     |
| <b>IMPACT OF EXTERNAL ENVIRONMENTS: Employee's personal sense of well-being (i.e., safety, welcomeness, and inclusion) in the city/town surrounding their campus/workplace</b> |              |         |                   |         |                |         |
| Total (n)  | 124          | 7,718   | 40                | 1,729   | 84             | 5,989   |
| Mean (range: 1.0 - 7.0)  | 6.2          | 5.9     | 5.8               | 5.4     | 6.4            | 6.1     |
| Standard deviation   | 1.0          | 1.2     | 1.2               | 1.3     | 0.8            | 1.1     |
| <b>IMPACT OF EXTERNAL ENVIRONMENTS: Extent to which employee believes that campus racial tensions increased in the workplace due to current sociopolitical issues</b>          |              |         |                   |         |                |         |
| Total (n)  | 127          | 7,581   | 41                | 1,669   | 86             | 5,912   |
| Mean (range: 1.0 - 7.0)  | 1.4          | 1.5     | 1.3               | 1.5     | 1.4            | 1.5     |
| Standard deviation   | 0.7          | 0.8     | 0.6               | 0.8     | 0.7            | 0.7     |



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## Respondents Demographics

|   | Southwestern University | LACRELA cohort |
|---|-------------------------|----------------|
| <b>Total (n)</b>                        | 160                     | 9,364          |
| <b>Race/Ethnicity Group*</b>            |                         |                |
| Arab or Arab American                   | 0.0%                    | 0.1%           |
| Asian or Asian American                 | 1.9%                    | 3.0%           |
| Black or African American               | 4.4%                    | 6.5%           |
| Caucasian or White                      | 68.1%                   | 77.4%          |
| Hispanic or Latino/a/x or Chicano/a/x   | 16.3%                   | 5.7%           |
| Middle Eastern                          | 0.0%                    | 0.2%           |
| Native American and/or Alaska Native    | 0.6%                    | 0.3%           |
| Native Hawaiian and/or Pacific Islander | 0.0%                    | 0.1%           |
| Another group not listed                | 0.6%                    | 1.3%           |
| Two or more races                       | 8.1%                    | 5.5%           |
| <b>Gender Identity</b>                  |                         |                |
| Cisgender Woman                         | 63.8%                   | 64.3%          |
| Cisgender Man                           | 33.1%                   | 31.5%          |
| Other                                   | 3.1%                    | 4.1%           |
| <b>Age</b>                              |                         |                |
| 18-34 years                             | 16.9%                   | 19.7%          |
| 35-44 years                             | 15.0%                   | 20.1%          |
| 45-54 years                             | 25.6%                   | 23.3%          |
| 55-64 years                             | 24.4%                   | 21.0%          |
| 65 years or older                       | 3.8%                    | 5.2%           |
| Did not report                          | 14.4%                   | 10.6%          |
| <b>Diagnosed with a Disability</b>      |                         |                |
| Yes                                     | 13.1%                   | 9.0%           |
| No                                      | 70.0%                   | 76.0%          |
| Prefer not to answer                    | 16.9%                   | 15.0%          |
| <b>Employment Status</b>                |                         |                |
| Full-time                               | 100.0%                  | 95.0%          |
| Part-time                               | 0.0%                    | 4.1%           |
| <b>Work Location</b>                    |                         |                |
| On-site                                 | 95.6%                   | 72.4%          |
| Mix of remote and on-site               | 3.8%                    | 25.4%          |
| Remote                                  | 0.6%                    | 2.2%           |
| <b>Supervisor Status</b>                |                         |                |
| Yes                                     | 43.8%                   | 41.7%          |
| No                                      | 43.8%                   | 48.4%          |
| <b>Time Worked at Institution</b>       |                         |                |
| 2 years or less                         | 23.8%                   | 24.3%          |
| 3-5 years                               | 20.6%                   | 18.8%          |
| 6-10 years                              | 14.4%                   | 17.0%          |
| 11-20 years                             | 16.3%                   | 18.2%          |
| 21-30 years                             | 10.0%                   | 8.0%           |
| More than 30 years                      | 2.5%                    | 3.7%           |
| Did not report                          | 12.5%                   | 10.0%          |

\*"Staff of Color" includes all groups except the group "Caucasian or White"

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**The following institutions (N=44) comprise the NACC LACRELA cohort. Astrisks indicate institutions (N=5) which are a part of the Board of Trustees' peer comparison cohort.**

|                     |                                       |                               |
|---------------------|---------------------------------------|-------------------------------|
| Albright College    | Hamilton College                      | Skidmore College              |
| Alvernia University | Hollins University                    | Southwestern University       |
| Barnard College     | Knox College                          | St. Olaf College              |
| Bryn Mawr College   | Luther College                        | Trinity University*           |
| Bucknell University | Macalester College*                   | Union College                 |
| Cabrini University  | McPherson College                     | University of Puget Sound     |
| Centre College*     | Muhlenberg College                    | Virginia Wesleyan University  |
| Colgate University  | Oberlin College                       | Wabash College                |
| Colorado College    | Pitzer College                        | Washington and Lee University |
| Concordia College   | Randolph College                      | Wellesley College             |
| DePauw University   | Reed College                          | Westminster College           |
| Dickinson College*  | Rollins College                       | Whitman College               |
| Gonzaga University  | Sarah Lawrence College                | Whittier College              |
| Goucher College     | Scripps College                       | Wofford College               |
| Grinnell College    | Sewanee: The University of the South* |                               |